

UNIVERSITY OF TORONTO

Bulletin

INSIDE
Budget Report
1985-86

No. 17 38th year

Monday, April 8, 1985

More cuts, complement reduction to balance budget for 1985-86

by Judith Knelman

A balanced budget for 1985-86 with average cuts of one percent for academic divisions and 1.2 percent for others was recommended for approval at a joint meeting of the Planning & Resources and Business Affairs Committees April 1. The budget will be considered by Governing Council April 18.

Expenses are expected to rise next year by \$20.2 million. An increase in base salaries and benefits of three percent plus academic PTR and staff merit pay has been incorporated into the recommended expense budget for a \$14.4 million increase. As well, a \$2.7 million increase in obligatory expenses (such as utilities and tuition waivers for employees) and a \$3.1 million increase in discretionary expenses are anticipated. Since income will rise by only \$13.2 million, \$7 million had to be made available by internal reallocation.

In order that the cuts be kept to a minimum, discretionary spending has been severely curtailed. However, the budget allots \$684,000 for expansion in computing facilities for academic and administrative purposes and \$150,000 for support of scholarly publishing at U of T Press. The base allocation of \$684,000 for computing development is to rise for each of the next three years and then fall to a base of \$275,000 in 1991-92. The cost of major initiatives to be introduced next year will be about \$1.7 million compared with \$2.7 million this year and \$4.3 million in 1983-84.

The increase in the operating grant is expected to be about four percent excluding the redistributed visa fee supplement. However, when visa fees are taken into account, the overall increase in formula grant income is shown to be only 3.6 percent. U of T's income from this source in 1984-85 was about \$300,000 less than budgeted last year, and it is expected to decline in 1985-86. Tuition fees will go up by five percent, but as the first year intake this year was less than anticipated in the 1984-85 budget, the increase in income from student fees next year will be less than five percent.

President George Connell told the joint meeting the budget was designed to minimize the risk to academic programs and administrative operations and contains little evidence of bold new ventures. Around the University, there are no obvious areas — no easy targets — for budget reduction, he said. "Each unit pays a significant price in scope of operations or effectiveness of service." Connell expressed the hope that this situation will prove to have been transitional. There is reason to believe, he said, that significantly different federal and provincial policies will soon be announced.

Though complement reduction has

not been explicitly budgeted for, it will occur next year through attrition and non-replacement and possibly through the release of staff for fiscal reasons. Some contractually limited term appointees will not be replaced, said

Frank Iacobucci, vice-president and provost, and "we may have to look at terminating administrative staff for fiscal reasons". He cited the reorganization of technical library services for Scarborough and Erindale. Bob White,

assistant vice-president (finance), said that of a cut of \$350,000 to Physical Plant, \$100,000 will come off the administration of this service.

In other cuts, Scarborough College will cut campus and student services and physical plant operations as part of an effort to absorb a \$240,000 cut and the School of Graduate Studies will lose \$46,000 in budgets for administration and centres and institutes. The Faculty of Architecture & Landscape Architecture will enter the third year of a four-year plan leading to major reductions in complement and enrolment. Program budgets of constituent colleges will be transferred to the Faculty of Arts & Science for better integration.

The library will receive an increase of \$203,500 to maintain the real value of acquisitions and an increase of \$200,000 for the purchase of automated services from UTLAS.

Professor S.M. Uzumeri said he would vote for approval of the budget, but he was not happy with it nor with the process by which it is arrived at, since members of Governing Council are not directly involved in its preparation. He questioned whether a reorganization of the Office of the Vice-President (Business Affairs) with a base budget addition of \$105,000 for

Continued on Page 2

UTFA, administration name mediator

A mediator will be brought in by the administration and the University of Toronto Faculty Association as the first stage of impasse resolution agreed to in the new Article 6 of the *Memorandum of Agreement*.

He is Martin Teplitsky, a Toronto lawyer in the firm of Teplitsky, Colson, Slone and Low, whose specialty is arbitration, mediation and fact finding. Since 1976 he has served as an arbitrator in numerous disputes in the public and private sectors. As mediator, fact finder and arbitrator with the Education Relations Commission, he mediated to settlement the strikes with the Renfrew County,

Haldimand County, Bruce County and Wentworth Boards of Education. He also mediated to settlement disputes involving Ontario Hydro's professional staff and the air traffic controllers.

Teplitsky, 43, attended University College and then went on to law school, receiving his LLB from U of T in 1964. In 1980 he was named Queen's Counsel.

He is expected to deal mainly with the issues of salary and benefits at U of T. Representatives of UTFA and the administration are still meeting to see if they can reach agreement on such other items as pensions.



Taking time to...

About 1,000 people, among them Sybil Dinsdale, stopped to smell the flowers in Erindale's rooftop greenhouse during its annual openhouse weekend March 30 and 31. There are as many plant

species as there were visitors to the greenhouse, which Erindale uses primarily for research and teaching.

FRED LOEK

Budget

Continued from Page 1

salaries, an infusion of \$60,000 into the Personnel Department or an expenditure of \$480,000 next year for association memberships should be approved at the expense of cuts to academic departments and divisions.

Committee members expressed thanks for a statement from Iacobucci describing the effects of budget cuts on academic divisions. It provided a measure of balance to the budget statement, said Professor Paul Aird, because it identified the damage. "After seven years of watching the

annual tightrope walk," said William Birt, "for the first time, from the provost's office, we have some indication of how badly the rope is getting frayed."

In the statement, Robin Armstrong, dean of arts and science, said enrolment limitations have been placed on four new programs for September 1985 and grade point cutoffs may have to be increased for other programs where enrolment is already limited.

Gordon Slemon, dean of the Faculty of Applied Science & Engineering, said the faculty will have to sell computer time, thereby reducing the amount available to students, in order to acquire the money to upgrade computing facilities.

In the Faculty of Medicine, said Dean Fred Lowy, annual base reductions over several years have affected the quality of teaching, the extent of research and the faculty's ability to recruit. Clerical staff has been cut to the minimum, he said, but there has been no corresponding increase in microcomputer equipment. Lowy, a psychiatrist, theorized that as their enthusiasm and initiative are thwarted department chairmen develop an adversarial attitude toward the rest of the University.

Dean A.R. Ten Cate reported that the Faculty of Dentistry's computing system, once a model for other dental schools, is in disarray because it has not been properly maintained and upgraded. Dean Rob Prichard of the Faculty of Law said a decade of underfunding is responsible for an inadequate book budget and an unacceptable physical facility.



**The Church of
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Sunday: Low Mass 8:00
Sung Mass (Rite III) 9:30
Solemn High Mass 11:00
Evening Prayer and Benediction 4:30

14 April: Easter I
Missa brevis I Willan
motet *This Joyful Eastertide* (carol)
sermon: Rt Rev G.B. Snell

21 April: Easter II
9:30 am Folk Mass
Missa brevis XIV, St Alphege Willan
motet *Rise up, my love, my fair one* Willan

28 April: Easter III
Mass of St Mark Holman
motet *Eheu! Sustulerunt Dominum* Morley

5 May: Easter IV
Missa brevis VIII, SS Philippi et Jacobi Willan
motet *Regina caeli laetere* Lassus

Choir Recital
3 May (Friday) 8:00 pm in the church
Choral music by Lassus and Byrd and
The Lady Motets by Healy Willan
Dr Melville Cook, guest organist
\$6.00/\$3.00 seniors and students

Masses daily and Confessions by appointment

Mary di Michele to be writer-in-residence

Poet Mary di Michele will be the University's next writer-in-residence, effective July 1. Di Michele, one of Canada's foremost young poets, is a U of T graduate (Scarborough College, 1972). She studied English and creative writing with Joyce Carol Oates at the University of Windsor, where she completed a master's degree in 1974.

Four books of her poetry have been published: *Tree of August* (1978), *Bread and Chocolate* (1979), *Mimosa and other poems*, (1981) and *Necessary Sugar* (1983). A recently finished collection, *Moon Sharks*, will be published soon. Her work also appears in several anthologies. She has edited four anthologies of poetry, the most recent being *Anything is Possible*, a

collection of works by 11 women poets, published in 1984. She is now working with poet Giorgio di Cicco on an anthology of poetry about relationships between men and women.

Di Michele has won several writing awards, including the 1980 CBC Poetry Prize, a silver medal in the 1982 National Magazine Awards, and the first Air Canada poetry prize in 1983.

Born in Lanciano, Italy, in 1949, di Michele came to Canada in 1955 and is a Canadian citizen. She was a Canadian delegate to an international conference last year in Rome for Italian expatriate writers. The latest anthology including her work is entitled *Italian Canadian Voices*.

Erindale gives gifted kids taste of university

This summer at Erindale College the average age of the student body will be lower than usual — but not the average IQ. A new residential summer program for gifted children in grades four to eight will bring in 100 students between July 8 and Aug. 2.

Purpose of the Peel Summer Academy, sponsored by the Peel Board of Education in cooperation with U of T, is to give bright students access to not only a university environment but also university facilities and instructors. Each morning astronomy, archaeology, geology, medieval history and psychology will be taught by U of T professors. In the afternoons, Peel teachers will offer courses in computer services, crafts, public speaking, photography and problem-solving. The evenings will be free for excursions to sports events, plays and concerts.

The fee for room, board, instruction, supervision, supplies, recreation and transportation is \$590 for a two-week session. For the first year at least, the program is restricted to students enrolled in Peel Board of Education schools.

U of T faculty interested in teaching in the program next year should contact Walter Wood, principal of continuing education for the Peel Board, at 270-1991.

Regis College dean

Professor George Schnier, SJ, has been appointed dean of Regis College for a five-year term beginning March 1, 1985. Schnier, an assistant professor of philosophy of religion and theology, is director of basic degree studies at Regis and was a founding member of the Toronto School of Theology.

Schnier received his BA and MA from Gonzaga University, his MDiv from Regis and his PhD from Yale University in 1980. He joined the faculty of Regis in 1979. His appointment marks the reinstitution of the office of dean, which had been incorporated with the office of president when Regis federated with U of T in 1976.

In Memoriam

William Thomas Easterbrook, Professor Emeritus of Political Economy, March 27.

As chairman of the Department of Political Economy during a decade of expansion, Easterbrook made 97 appointments in economics and commerce and 53 in political science. "He sought his new colleagues in every field of economics and political science, not just in those parts of the disciplines most familiar or congenial to him," said Stefan Dupré, acting chairman of the Department of Political Science, in a eulogy. "Tom Easterbrook, during his decade from 1961 to 1970 as head of the family, quite literally created the modern Department of Political Economy, both in size and scope."

Though he was anything but a lone master-builder, said Dupré, he was, through his inspiration, stimulation and recruitment, responsible

for the creation of the Institute for Policy Analysis and the University's strong nuclei of scholars in development and East European studies.

Born in 1907 in Winnipeg, Easterbrook received a BA from the University of Manitoba in 1933 and five years later the first PhD in economics to be awarded by the University of Toronto. He returned to the University of Manitoba to teach, won a Guggenheim fellowship for research into the economic history of the Pacific Northwest, and joined the faculty of U of T in 1947, where he quickly established a reputation as an inspiring teacher.

In 1956 Macmillan published a textbook by Easterbrook and Hugh Aitken, *Canadian Economic History*, a classic in its field. It was revised, but not substantially, in 1970, and is still in use. "It's extraordinarily rare," said Pro-

fessor Ian Parker of Scarborough College, "that a single textbook in basically unrevised form dominates a field for 30 years, and that's what this book has done. The interpretation hasn't had to be fundamentally altered by almost three decades of use."

His other books include *Farm Credit in Canada* and, in collaboration with Mel Watkins, *Approaches to Canadian Economic History*. A collection of his essays edited by Parker with the working title *Bureaucracy, Enterprise and Uncertainty* is at U of T Press awaiting subsidization. A comparative study of the economic history of Canada, the US and Mexico with the working title *North American Patterns* had been completed at the time of his death except for editing.

CHASE

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Scarborough-Erindale library unit cuts seven positions

by Janet Dunbrack

Seven of the 17 positions in Scarborough Erindale Technical Services (SETS) have been eliminated because the unit, now located at the Robarts Library, will be shrunk and divided between the two suburban campuses. Budget cuts are responsible for the dismantling of SETS, say University administrators, while employees fear they are the victims of technological change, since the college libraries are moving to full use of UTLAS services.

The University's 1985-86 budget includes a cut of one and one-half per cent in Scarborough and Erindale budgets, which the colleges chose to carry out by dismantling SETS and reducing some other services.

The unit was established 20 years ago to provide cataloguing services to Scarborough and Erindale, and most of the employees have between five and 20 years of service. SETS supervisor Andrew Gregorovich, who founded the unit 20 years ago, was informed of the decision on March 18, and employees were told on March 20. No layoff notices have yet been given. The seven employees who may be laid off are library technicians. Four librarians and five technicians will be

kept on, and will have to choose at which suburban campus they want to work. One computer programmer will remain at the Robarts Library for a year to work on the transition to UTLAS services. His job will then be terminated.

"It's not the decision I quibble with, but the way it is being implemented," said Donald Whicklo, SETS computer programmer. "Most of us have been here for almost 20 years and it's a shock to be looking at joblessness within three months. Management must have known this was coming and should have given us longer notice. The Personnel Policy Manual states that planning for layoffs in case of fiscal restraint should begin at least a year in advance. If we had known this was coming, many of us would not have made major purchases in the past year."

Although no formal alert of possible cutbacks was given earlier, the status of SETS has been a matter of open discussion for more than a year, said Hugh Smith, college librarian at Erindale. A general meeting was held about 18 months ago to ask for staff cooperation in a study of the SETS operation. "We said at that time that there was a problem with SETS," he

said. "Employees have been aware of the drastic drop in the number of books being processed and a rise in the number of journals [which are catalogued by SETs but largely administered by an independent contractor]. There were two layoffs two years ago, and two employees were warned last year that they should look for other jobs. We didn't think, though, that the present cuts would affect so many people."

Staff association president David Askew said that, although the University was arguing that fiscal restraint is causing the layoffs, technological change also underlies the decision to dismember SETS. "If you look at the University as a model of how to handle technological change," he said, "their method seems to be: you develop the technology (UTLAS), you sell it to a company, then buy it back to lay off some of your own staff. Now all the library technicians are scared."

"The University is using the budget process to justify unfair treatment of its employees. The budget process should be changed to allow greater lead time and advance notice. It's not an adequate defence."

Representatives of Erindale and Scarborough Colleges met with SETS employees on March 29 to discuss the reorganization. College officials outlined the financial reasons for the change and received briefs from the employees. The University is expected to reply to the briefs today. Personnel director Eleanor deWolf has assigned a salary counsellor and an employment counsellor to work with Scarborough and Erindale administrators on the SETS dismantling.

Employee concerns, as stated in the briefs, centre on advance notice and the possibility of bumping less senior employees in the college libraries.

Stressing that technological change is not a factor in the decision, Scarborough director of administration Patrick Phillips said that most of the vulnerable employees would qualify for three months' notice because of their long service, and also for severance pay. One or two people, he said, are discussing early retirement with the Personnel Department.

"Once their decision is made, by about

mid-May, we'll know better where we stand. The actual layoff notices could be given starting in late May. We hope it will be possible to find other work for people at the University."

Phillips would not comment on whether the definition of a budgetary unit would be enlarged to include the entire staff of college libraries, thus allowing SETS employees to bump more junior staff. He also declined comment on whether a decision on this would be given to employees today with the official reply to their briefs.

SETS staff fear that with the hiring freeze imposed at the main library last February, they have no hope of finding other jobs, and point to one employee who was advised to look for another job at the University a year ago and still has found nothing. Prospects for work in public libraries are also dim, they say.

Professor Leonard Brooks, associate dean of social sciences at Erindale, says that he is sensitive to the employees' plight, but that SETS is too expensive to maintain in its present form. "This year it cost us \$100 per title above the purchase price to put a book on the shelf," he said, "and with inflation eroding the book acquisition budget, the number of books bought has been declining. We have not reduced the staff proportionately over the years, so we now have excess capacity. We just can't afford it."

Brooks said the new work to be done by UTLAS is not being used to displace workers, and had nothing to do with the terms of sale of UTLAS to International Thomson in January. The present cuts will bring staff costs in line with budget and workload, he said. The later transfer to UTLAS cataloguing services is a separate, unrelated process.

The employees, in their brief to the University, say they are doubtful that an orderly closure of SETS and the establishment of new technical services departments at both colleges can come about in the space of three months. Citing poor system performance and "dreadful communication problems" with UTLAS in the past, they say the cost of conversion could be substantial.



Memorial for Bud Milnes

Friends and relatives of the late University College professor Humphrey "Bud" Milnes gathered at the landing of the main stair from the rotunda of the college to witness the unveiling of a turn-of-the-century totem pole installed in his honour. The pole, featuring carvings of human, frog, raven and bear faces, has been identified as the work of a west coast Tsimshian Indian. The piece was in the collection of a Philadelphia family until bought five years ago by a Toronto collector. Bud Milnes, who had a keen interest in Native art, came to UC as a German lecturer in 1948, serving as chairman of the department from 1967 to 1973. An alumnus and archivist of the college, he was well-known for his thorough knowledge of its written and unwritten history and traditions. He died in 1981. With UC principal Peter Richardson in the background is Professor Milnes' widow, Irma. Funds raised by alumni helped purchase the totem pole.

Agreement reached on adoption leave

A policy on adoption leave has been agreed on by the benefit/pension plans task force, which has representatives of the administration, the University of Toronto Faculty Association and the University of Toronto Staff Association. Each of the three parties must agree to it in salary and benefits negotiations, but the understanding is that agreement will be reached.

Both associations have included

adoption leave in their salary and benefit proposals for 1985-86. Under the plan agreed to, a faculty or staff member of either sex adopting a child would be entitled to the same benefits as are offered for maternity leave. A woman taking maternity leave at U of T gets 17 weeks off at 95 percent of her salary.

Library settlement reached

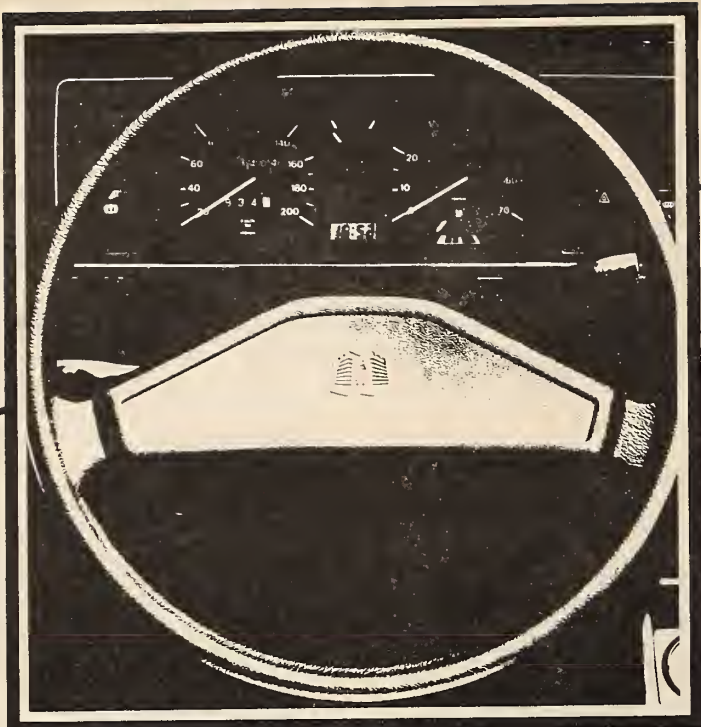
Full-time workers in the University's central libraries have signed a two-year agreement that gives them a 4.5 percent wage increase retroactive to July 1, 1984, and an increase on July 1 of this year, still to be negotiated. The agreement expires on June 30, 1986. Workers are represented by Local 1230 of the Canadian Union of Public Employees.

Other changes include extension of maternity leave from 15 to 17 weeks, six months' written notice of technological change and provision that pregnant women may request a transfer from work involving video display terminals. The latter is spelled out in a letter from the University but is not part of the collective agreement.

Sick-leave provisions, which had been a major bone of contention in the negotiations, were essentially left un-

changed with "some tightening up on the language dealing with misuse", according to labour relations manager John Parker. Responsibility for monitoring sick leave will now be transferred from the personnel department to library supervisory staff, who will also be given management training.

In an effort to avert problems before they get to the grievance stage, both parties have agreed to establish a joint committee to discuss such issues as the effect of automation on staff, distribution of overtime, video display terminals, and temporary assignments. "We've tried a joint committee twice before," said Mary Roddy, union president, "but management was keen on it this time. We're not cynical — we'll give it a try."



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Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Varujan Gharakhanian, 978-4419; (5) Christine Marchese, 978-4834; (6) Jeanette May, 978-2112; (7) Maureen Brown, 978-4312; (8) Mirella Taiariol, 978-7252.

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(\$15,420 — 18,140 — 20,860)
Department of Medicine (6),
Histology, 50 percent full-
time (5)

Secretary II
(\$16,960 — 19,950 — 22,940)
Research Administration (5),
Otolaryngology (6), Physical
Plant (1), Laboratory Animal
Science (6)

Administrative Assistant I
(\$18,880 — 22,210 — 25,540)
Purchasing (3)

Administrative Assistant II
(\$24,450 — 28,770 — 33,090)
Environmental Studies (5)

Administrative Assistant III
(\$30,070 — 35,380 — 40,690)
Press (5)

Laboratory Technician II
(\$18,880 — 22,210 — 25,540)
Microbiology (5)

Laboratory Technician III
(\$20,850 — 24,530 — 28,210)
Pathology (6)

**Laboratory Animal
Technician IV**
(\$20,850 — 24,530 — 28,210)
Laboratory Animal Science
(6)

**Systems Software Pro-
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(\$28,530 — 33,560 — 38,590)
Computer Systems Research
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Computing Services (3)

**Engineering Technologist
II**
(\$22,050 — 25,940 — 29,830)
Physics (7)

**Engineering Technologist
III**
(\$24,450 — 28,770 — 33,090)
Physical Plant (1)

**Professional Engineering
Officer II**
(\$31,650 — 37,240 — 42,830)
Computing Services (3)

Craftsman I
(\$15,420 — 18,140 — 20,860)
Surgery (6)

Craftsman III
(\$23,150 — 27,240 — 31,330)
Zoology (7)

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(\$20,850 — 24,530 — 28,210)
Forestry (8)

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(\$23,150 — 27,240 — 31,330)
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time (5)

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(\$37,150 — 43,710 — 50,270)
Hart House (3)

NSERC gets boost to this year's equipment funds

In what Science and Technology Minister Tom Siddon called "a reflection of this government's ongoing commitment to research", the federal government has allocated an additional \$20 million to the budget of the Natural Sciences & Engineering Research Council (NSERC) for the current fiscal year.

The one-time-only supplement brings the total 1984-85 NSERC expenditure on university research to \$311.6 million. A press release from Siddon's office says the money will go towards "some of the 1,400 applications for research equipment" currently under review.

Siddon said in the ministry statement that NSERC would submit a proposal for a five-year plan to the government "in the coming months". He also remarked that the \$20 million supplement to NSERC is a "signifi-

cant indication" of government support for university research, given the prevailing climate of restraint and the government's emphasis on reducing the deficit.

Massey junior fellowships

Massey College, the only graduate college in the University, is currently accepting applications for junior fellowships, resident and non-resident, for the academic year 1985-86. Letters of application should be sent to the secretary, Massey College, 4 Devonshire Place. Transcripts are required, and two letters of reference; the deadline for applications is *May 15*. Details and brochures are available from the secretary, 978-2891.

Recommended dining

MASA

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UNIVERSITY OF TORONTO

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Editor: Norma Vale
Associate Editor: Judith Knelman
Writers: Janet Dunbrack, Arthur Kaptainis
Copy Editor: Margaret MacAulay
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Reimer establishes advisory committee and priorities for women at U of T

by Janet Dunbrack

Status of Women officer Lois Reimer has defined her priorities for the short and long term, and acquired an advisory committee to assist her in identifying issues, evaluating proposals, and recommending action. The 14-member committee is composed of faculty, administrative staff and students invited to serve by Reimer and President George Connell. The committee, whose term expires on Aug. 31, held its first meeting April 4.

Members from the faculty are: Professors Joan Grusec, Division of Life Sciences, Scarborough College; Ros Vanderburgh, anthropology, Erindale College; Niall Byrne, Faculty of Medicine; and Mary Nyquist, women's studies program, New College.

Representing the administrative staff are: Flora Clark, academic counsellor, Innis College; Dallas Lowe, librarian, Erindale College library;

Elizabeth Paterson, director, International Student Centre; and Alex Waugh, vice-principal and registrar, Woodsworth College.

Undergraduates on the committee are: Carla Cesaroni, St. Michael's College; Shalini Kapoor, Faculty of Applied Science & Engineering; Ashley Newman, University College; Chantal Perrot, Faculty of Medicine. Graduate students representatives are: Alex Dagg, Centre for Industrial Relations, and Mary Louise Love, Department of Biochemistry.

In the eight months since Reimer was named status of women officer, she has studied the situation of women at the University, while concurrently holding the position of executive assistant to the president. Reimer outlined her priorities, which she says may be modified or added to by the advisory committee, in a recent interview with the *Bulletin*.

"In the short term, I want to deal with situations that would respond to policy and program changes. For students, these are sexual harassment, the women's centre, and women in science and professional faculties. Sexual harassment concerns all constituencies, but appears to be a more acute problem for students. The provostial working group on sexual harassment has had its deadline extended to the end of April. Once it reports to the provost, it will probably be available for campus reaction, and a final report should be ready by the fall.

"I am still helping the women's centre find space, and hope to talk soon to Scott Burk, the new Students' Administrative Council president,

about the possibility of them making the former Travel Cuts office on Huron Street available to the centre."

Reimer intends to study the distribution of women in the professional faculties and sciences, and address the question of whether steps could be taken to counteract possible discrimination in admission requirements. She will look at the new student profile form that grade 13 students may choose to complete when they apply for admission to the U of T to see which patterns emerge in girls' course and program choices in high school and university.

"In the longer term, I want to look at areas in which part-time study could be extended, since women outnumber men in these programs, and get a demographic profile of our students. If I discover we have a large number of single support parents, for example, this could lead to changes in health services and career counselling."

For faculty, Reimer has identified salary anomalies, appointments and promotion as issues requiring action in the short term.

"A comparative study of faculty salaries was done here in 1974 using 200 gender pairs. I'd like to identify those pairs who are still at the U of T, and see how their salaries compare now. Another approach will be to review academic appointments over the past several years to find the levels at which men and women are appointed, and in which departments. I'll also be looking at search committees — their recent composition, how many applications they receive from women, and

how many women are short-listed and appointed."

Reimer identifies her long-term priorities for faculty as being a study of the relationship between discrimination and earnings, and how women's ability to serve on committees and do administrative work influences their advancement.

Examining appointments and internal mobility for women are Reimer's short-term priorities for administrative staff. She is exploring the use of performance reviews as a means of identifying candidates for internal promotion who are willing to upgrade their skills. Personnel director Eleanor deWolf has designated Jeanette May from her office to work part-time with Reimer on this project.

Long-term projects for staff are a review of the manual of staff policies to examine language, equal opportunity policy, educational assistance as a key to upgrading, and adequate safeguards against exploitation for casual and part-time workers.

Safety of women on campus is a problem which affects all constituencies, and one which Reimer will study with her committee. She has discussed the situation with police from 52 Division and is working on an approach similar to the Neighbourhood Watch, program which has had some success in reducing crimes of break and entry.

Reimer has worked closely with President Connell on status of women questions. "He recently encouraged the Council of Ontario Universities to become actively involved in women's issues, and COU is now planning information-sharing sessions. Queen's, for instance, has a new program to recruit more women which the other universities want to learn about. Some members appear to be interested in gathering and sharing data, while others want to develop policy."

Connell will also speak in May, with Senator Lorna Marsden, to an informal conference of Ontario university status of women officers at the University of Western Ontario. He will give a management perspective on affirmative action for women.

Askew acclaimed president of UTSA for next year

David Askew has been acclaimed president of the University of Toronto Staff Association for another year. Also acclaimed for another year was Marnie Delaney as first vice-president. Judith Gilliland will serve as second vice-president and Dyane Matthews as secretary-treasurer. Their terms begin next month.

Baboon experiment ends at UWO but case still before the courts

by Arthur Kaptainis

On March 29, two weeks after the University of Western Ontario announced the completion of the controversial experiment involving the baboon known as B-43, a London provincial court announced a trial date of Aug. 6 for the two Western faculty members charged privately with causing unnecessary suffering to an animal.

Bill Rapley, Western's chief veterinarian, and Bernard Wolfe, the researcher in charge of the baboon experiment, will be defended by Western solicitor Tony Little, said Brendan Wycks, a university information officer. The charge has been laid by Lifeforce, a Vancouver organization.

Wycks said the university will continue to underwrite all legal costs incurred by the private action and reaffirmed Western's commitment to medical research and the integrity of the two charged members.

Wycks said B-43, who was released from a restraining chair in January, is alive and healthy. He said he did not know whether the original protocol for the experiment called for the baboon to be destroyed, as several opponents of the experiment have claimed. The principals involved in the legal action were not available for comment.

Contacted in Ottawa, Harry Rowsell, executive director of the Canadian Council on Animal Care, said he had not personally reviewed

the protocol for the Western experiment, but that most experiments on animals that involve the study of cholesterol terminate in the death of the animal and a post-mortem to determine the extent of arteriosclerosis.

Although the council had been critical of what it regarded as tardiness on the part of Western in examining alternatives to the restraining chair keeping B-43 in place, Rowsell emphasized that the experiment had been approved by the granting agencies supporting the project and Western's animal care committee.

"Our concern, and criticism, was that there were newer methods available for housing and restraining this baboon, such as the tethering method, and that these had not been investigated adequately," Rowsell said.

Recently Western's Senate approved new terms of reference for the university animal care committee. The University Council on Animal Care will act as "the ultimate forum" for the approval of projects involving animals, with a special review committee to look into unusually sensitive protocols. This council will ensure that media and public inquiries regarding animal care are answered "as comprehensively as possible" and that such questions are channelled, "where appropriate", through the public relations office or the administration.

Members of the council will include

the university president, academic vice-presidents, vice-provost of health sciences, deans of all faculties using animals, chairmen of all departmental animal use committees, a presidential appointee from outside the university, and four persons elected by Senate, two of whom must not be bioscientists. The executive officer of the council will be the director of animal care and veterinary services, who was formerly called the director of laboratory animal services.

Peter Hamilton, founder of Lifeforce, said in an interview from Vancouver that his organization had initiated legal action in the past against local concerns such as trappers and slaughterhouses. These trials have never resulted in a conviction.

Hamilton said that Lifeforce representatives "inspect" research facilities across the continent, and resort to legal action or public campaigns only after consultation with the relevant institutions has failed to produce results. He said his organization was "concerned" about some experiments at U of T, but would not elaborate. He said Lifeforce endorses legal measures only and is also concerned with experiments conducted on humans.

DEPARTMENT OF PHILOSOPHY

International Philosophy Conference

New Perspectives in Modern Philosophy: Descartes to Kant

To be held at Croft Chapter House, University College,
Friday, April 12, 4-6 p.m.;
Saturday, April 13, 10 a.m.-4 p.m.;
Sunday, April 14, 10 a.m.-2 p.m.

There will be seven speakers from Germany, the United States and Canada, discussing various aspects of Enlightenment thought. For further information call the Department of Philosophy, 978-6790 or 978-3316.

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Don't let the groove become a grave, teaching workshop told

by Janet Dunbrack

The first rule of effective teaching is: enjoy yourself; the second: don't take yourself too seriously, according to John Gillham, adjunct professor in the Faculty of Applied Science & Engineering. He dispensed these commandments to those attending a workshop on "Dynamic Speech", one of 21 topics offered during a series of teaching workshops given by the Faculty of Arts & Science at University College March 20-22.

The workshops, designed to help faculty and teaching assistants become better teachers, grew from last year's report of the task force on student experience, said Peter Harris, the faculty's director of student affairs. The need was accentuated by the closing of the educational development office two years ago. "We had a general sense of faculty interest, so we decided to send out questionnaires last fall asking people what kinds of things they wanted to learn, or present," he said. "About 70 answered, including our 20 workshop leaders."

The workshops, which attracted 320 registrants, dealt with general topics such as lecturing to large groups or using computers in the humanities, and specific topics such as language instruction, learning problems and audio-visual techniques.

In order to be effective, large-group teaching must be personalized, said several speakers. Gillham, who left engineering many years ago to become a communications specialist, told his listeners to make eye contact with

each person in the class, even in groups of 1,000. "It's most important to think that you're carrying on a conversation with each individual concurrently. Work on the premise that you know your subject and, by eye contact, your audience. That way you can read their mood and change your presentation to suit each group. The big danger is in doing the same thing year after year. That way you work your way into a groove that quickly becomes a grave."

Use eye contact to get silence, Gillham advised. "When I want quiet at the beginning of a lecture, I start from left to right along each row, and look at every pair of eyes in the room. The wave of silence follows my eyes. A variant on this is to lean over to someone and say in a stage whisper, 'Would you mind starting the silence please'. It never fails."

Anthropology professor Jamshed Mavalwala told teachers to treat the large lecture as theatre. He has taught a large introductory anthropology course since 1957. "The great actors are conduits for great ideas. I love to see large classes because I can reach them and humanize them through exposure to anthropology. If you are entertaining, they will learn. Convince yourself you like showing off and play the role."

Good performances require rehearsal: "Study the lecture hall if you're new so you know the exits and entrances and can arrive on time. Make friends with the audio-visual technician and know your slides so you can talk smoothly while you show them, without turning your back on the class. Weed out irritating habits such as polishing your glasses. Talk your notes, rather than reading them. Introduce a change of pace every 10 or 15 minutes — that's the length of the average person's attention span."

A play needs a program, so spell out at the first lecture exactly what the class can expect from the course: your philosophy; material to be covered; textbooks; the weight and date of exams; and assignments.

For an honest appraisal of technique, Mavalwala advises practising in front of your spouse, adolescent, children, or former students.

One of the sessions did not deal with teaching techniques, however. Professor Peter Moes of the Scarborough College French department gave a personal perspective on the generation gap separating the aging professor from his students. Moes, 56, described the stereotype of older professor as sometimes Santa Claus, sometimes bag lady. His experience of aging is that "you stay the same age for years. Then one day you look at someone quite venerable and realize they're six years younger than you. Awareness descends like cold, wet snow."

Realization of one's age as a teacher can happen the same way, he said. "It happens one year that explaining the intricacies of the French subjunctive for the 25th time in as many years loses its thrill. One realizes, too, that the audience for what one holds dear is not interested in, or not capable of grasping, what one is driving at."

The clearest evidence of the generation gap is the lack of a language in common with the student. Describing his recent frustration at introducing his students to Baudelaire's "L'invitation au voyage", Moes said he searched in vain for something in the poem which students would know from previous learning. The poem's images drew blank responses from the students, many of whom had not heard of Rembrandt (the poem was about an imagined trip to Holland). "One feels at a loss," he said. "How do I teach?"

A gradual vagueness takes over as the older professor experiences the University as too big, with too many students and staff to have a sense of cohesion. He loses his bearings. Moes praised the workshops, saying they offered older faculty a chance to get back in touch with current teaching methods.

Workshop organizers plan a survey of participants to determine if the University community wants more teaching development. Given a favourable response, future sessions would still depend on funding. This year's workshops were paid for by special funds and money would have to be found from other sources in order to offer more.

Robarts carrels for summer session

Applications for carrels and book lockers for faculty members and graduate students (Divisions I and II) for the summer session will be received from April 8 to April 26.

Application forms and information sheets are available at the circulation desk, 4th floor, Robarts Library.

As in the past, assignments for graduate students will be made on the basis of priorities which have been decided by the School of Graduate Studies in consultation with the library.

It is expected that assignment of carrels and book lockers will begin on May 6 to Priority 1, May 8 to Priority 2, May 10 to Priority 3 and May 13 to Priorities 4 and 5.

More information can be obtained from the carrel office, room 4041, Robarts Library (978-2305).

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Students honour outstanding teaching



Recipients of SAC-APUS teaching awards this year are, left to right, Professors Han-Ru Cho, Carol Rogerson, James Ham, Marta Horban-Carynyk and Janice Stein.

The Association of Part-time Undergraduate Students and the Students' Administrative Council established an annual award in 1982 to honour excellence in undergraduate teaching. Recipients of the 1984-85 SAC-APUS teaching awards are Professor Janice Stein, Department of Political Science; Professor James Ham, Department of Industrial Engineering; Professor Carol Rogerson, Faculty of Law; Professor Han-Ru Cho, Department of Physics; and Professor Marta Horban-Carynyk, Department of French. The awards were presented at a ceremony at Hart House March 29, with Provost Frank Iacobucci as keynote speaker.

Winners are chosen for their mastery of the subject area, accessibility to students, communication skill and ability to stimulate and challenge students and influence development of intellect and critical skills. Student judges draw up a short list of candidates from teachers nominated using past course evaluations, then audit lectures and talk to former and current students and colleagues.

This year's recipients were warmly praised by their nominators. A sampling: "It is no wonder that the international relations program is overflowing with students — Janice Stein is behind it", wrote one student. Stein is seen as "an excellent instructor who seems to truly love teaching". She is given high marks for her respect for students and for her clear and thought-provoking lectures imbued with a sense of humour. Also, "she informs the class of any inherent prejudices she has and makes sure that other sources of information are given so that the student may see both sides".

What separates Professor Ham from the bulk of professorial staff, say undergraduates, is his "sincere and whole-hearted concern for students". He is the rare individual who goes out of his way to make first-year students feel "comfortable and at ease". Typically, the former U of T president will offer students his home phone number, urging them to call if the need arises, or will purchase a recommended book that students have been unable to find. Another accolade: he manages to make first-year calculus "enjoyable".

"Extraordinary" is how a nominator described Professor Cho. Because of Cho's enthusiasm and his ability to communicate the glory of his subject, "students want to do well". Another professor whose concern for his students is apparent, Cho "teaches with a sense of wonder and joy which is contagious and inspirational".

Said one student of Carol Rogerson: "My experience with this professor has induced me to study (*audit* no less) family law at greater length, to obtain the pleasure of her instruction, in spite of what I originally believed to be an antipathy for the subject. All that can be said is that if this is the general quality of women legal educators, I wish we had more of them."

Professor Horban-Carynyk is lauded for her accessibility, genuine concern for students' progress and effort to ensure that her class absorbs and retains as high a level of language knowledge and skill as is possible within the parameters of her course. On her own time, she provides personal coaching and she makes regular appearances at the language lab. In the classroom, she is able to create "an active and dynamic exchange" with students while maintaining "a friendly and relaxed atmosphere."

Wrote one nominator: "During my 11 credits, I have experienced the teaching of some 15 lecturers. None of them was bad. Most were very good. Professor Horban is outstanding."

Governing Council by-election

Nominations open Monday, April 8 for the election to the Governing Council of a representative of Teaching Staff Constituency ID. The successful candidate will hold office until June 30, 1987.

Nominations will close at noon, Friday, April 19. This election is conducted by the Governing Council under the authority of the *University of Toronto Act, 1971* as amended.

"Teaching Staff" means the employees of the University, University College, the constituent colleges and the arts and science faculties of the federated universities who hold the academic rank of professor, associate professor, assistant professor, full-time lecturer or part-time lecturer, unless such part-time lecturer is registered as a student, or who hold any other rank created by the Governing Council and designated by it as an academic rank for the purposes of this clause. The Governing Council has

designated the categories of tutor and senior tutor as equivalent to that of lecturer for the Governing Council elections. (Lecturer includes associates and clinical teachers in the Faculty of Medicine, and associates in the Faculty of Dentistry.)

Constituency ID includes all teaching staff members in the Faculty of Arts & Science who hold their major appointments in the Departments of Anthropology, Economics, Geography, History, Philosophy, Political Science, Sociology, Psychology and Religious Studies, excluding those whose major appointments are in the federated universities or Scarborough or Erindale Colleges.

Copies of the Election Guidelines and nomination forms are available at the Governing Council Secretariat, room 106, Simcoe Hall. Enquiries may be directed to Susan Girard at 978-6576.

Co-opted membership of Governing Council committees and subcommittees

Members of the University community are invited to submit nominations for the co-opted membership of the following committees and subcommittees: Academic Affairs Committee,

Academic Appeals Board, Subcommittee on Admissions, Curriculum & Standards, Subcommittee on Research & Academic Services and Committee for Honorary Degrees.

It is anticipated that a limited number of co-optees will also be required for the following: the Business Affairs Committee, the Committee on Campus & Community Affairs, the Planning & Resources Committee and the Planning Subcommittee.

Nominations should include: (1) A brief and relevant *curriculum vitae* (2) An indication of the nominee's agreement to serve and, if possible, their willingness to serve for a period longer than one year.

Nominations should be sent to J.G. Dimond, secretary, Governing Council, room 106, Simcoe Hall, University of Toronto. The deadline for nominations is 12 noon, Friday, April 12.

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PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

Monday, April 8

Paul Edmund LaRocque, Department of Physics, "High-Resolution Vacuum-Ultraviolet Laser Spectroscopy of Kr₂." Prof. B.P. Stoicheff. Room 301, 65 St. George St., 10 a.m.

Friday, April 12

Candice Susan Schroter, Department of Education, "Differentiation of Observation and Inference: A Socio-Cognitive Competency." Prof. C. Christensen. Room 309, 63 St. George St., 2 p.m.

Wednesday, April 17

Ruja Pholsward, Department of Education, "The Testing of Reading Comprehension in English for Academic Purposes: A Case Study of Economics Students in Thailand." Prof. J.P.B. Allen. Room 111, 63 St. George St., 10 a.m.

Shuk-Chun Daisy Lau, Department of Nutritional Sciences, "Nutrition Behaviour Analysis: Food Perceptions as Determinants of Food Use." Prof. M. Kronl. Room 309, 63 St. George St., 1 p.m.

Friday, April 19

Penny Cole, Centre For Medieval Studies, "The Preaching of the Crusades to the Holy Land, 1095-1270." Prof. N. Zacour. Room 111, 63 St. George St., 2 p.m.

Tuesday, April 23

J. Roger Jacobs, Department of Physiology, "The Ontogeny of Structure and Organization of PC12 Pheochromocytoma." Prof. J.K.M. Stevens. Room 309, 63 St. George St., 10 a.m.

Margaret Grace Westley, Graduate Centre for the Study of Drama, "A Stage History of *Troilus and Cressida*." Prof. L.L. Marker. Room 111, 63 St. George St., 2 p.m.

Wednesday, April 24

Delfin Y. Montuno, Department of Computer Science, "Algorithms on Restricted Classes on Simple Polygons." Prof. A. Fournier. Room 301, 65 St. George St., 9 a.m.

Christopher John Francis, Department of Chemistry, "The Use of Enzymes in Organic Synthesis. Pig Liver Esterase (E.C. 3.1.1.1) and Horse Liver Alcohol Dehydrogenase (E.C. 1.1.1.1) in Asymmetric Synthesis." Prof. J.B. Jones. Room 309, 63 St. George St., 10 a.m.

Jacqueline Robyn Wytenbroek, Department of English, "Modern Romance Literature: A Study of the Mythopoeic Romances of Ursula K. Le Guin." Prof. J. Macpherson. Room 111, 63 St. George St., 10 a.m.

Samuel Minsky, Department of Education, "Social Anxiety and Causal Attribution for Social Acceptance and Rejection." Prof. J. Wine. Room 111, 63 St. George St., 2 p.m.

Research News

American Society of Heating, Refrigerating & Air-Conditioning Engineers

ASHRAE invites the submission of proposals to do research on the following: A study to establish a data base on existing thermal environments in office buildings. Occupant behavioural interaction with residential building thermostats.

The closing date for receipt of these proposals at ASHRAE is *May 13*. For further information and application forms, please contact ORA at 978-2163.

Canada Council — Killam Program

Investigators are reminded that the Canada Council has a **new deadline** for the receipt of applications for Killam research fellowships and nominations for the three Canada Council Killam prizes. The new deadline date for the 1986 fellowships and prizes is *May 30*.

Brochures and application forms are expected at the University in early April. For additional information, please contact ORA at 978-2163.

Canadian Electrical Association

CEA invites the submission of proposals to do research on the following: Assessment of damage to customer-owned equipment due to abnormal voltage conditions. The closing time and date for receipt of this proposal at CEA is 4:00 p.m., Thursday, *May 2*.

Maximum temperature operating of XLPE distribution cable systems. The closing time and date for receipt of this proposal at CEA is 4:00 p.m., Thursday, *May 16*.

For further information, please call ORA at 978-2163.

National Institute on Mental Retardation
The NIMR is offering research grants of up to

\$8,000 each for a one-year renewable period. The following areas constitute the current research priorities and are listed in order of major importance: (1) Issues affecting people with severe mental retardation and multiple handicaps; (2) Integration of people with mental handicaps in community educational, vocational and residential settings; (3) Development of self-help training techniques and resources for mentally handicapped individuals; (4) Prevention: medical, social or environmental problems; early identification; minimization of effects of the handicap.

Projects can follow the academic year (September to May), the NIMR fiscal year (April to March) or the calendar year (January to December). Adjudications will be held three times a year: May (academic year), September (calendar year), and January (fiscal year).

The agency has advised ORA that the next deadline date for receipt of proposals will be *April 30*.

NSERC Strategic Applications — Form 119

Some of the forms sent to us by NSERC were missing pages 1-8 inclusive. **Please check** your application form. Complete application forms are available at ORA.

Upcoming Deadline Dates

Atkinson Charitable Foundation — research grants: internal deadline for non-medical and medically-related applications from investigators outside the Faculty of Medicine, at ORA, *April 20*.

J.P. Bickell Foundation — research grants: first week of June at the foundation, internal deadlines: *April 19* at the Faculty of Medicine research office for applicants who are members of the Faculty of Medicine;

May 17 at ORA for applicants from all faculties except medicine.

Canada Council — Killam program (**new deadline**) *May 30*.

J.H. Cummings Foundation — research grants: internal deadline for non-medical and medically-related applications from investigators outside the Faculty of Medicine, at ORA, *May 1*;

applicants in the Faculty of Medicine are advised to contact the research office of the Faculty of Medicine for specific information (**supersedes** information in *Bulletin*, March 25).

McLuhan Teleglobe Canada Award — nominations: *April 30*.

Muscular Dystrophy Association (US) — research grants, post-doctoral fellowships, clinical research grants: *May 1*.

National Cancer Institute of Canada — support for scientific meetings, funds for sabbatical leave: *any time*.

National Neurofibromatosis Foundation (US) — fellowships: *May 1*.

NSERC — strategic grants program: *May 1* in Ottawa. Please allow a few days for processing the application through ORA.

Conn Smythe Research Foundation for Crippled Children — research grants: *April 15*.

SSHRC — research grants division, standard research grants: *May 15* (also *October 15*).

Standards Council of Canada — university research contribution: *May 1*.

U of T Research Board, Humanities & Social Sciences Committee — grants-in-aid, research travel, conference travel (Aug. - Nov.): *May 15*.

Recent academic appointments

The following academic appointments were confirmed at the Academic Affairs Committee meeting March 14.

Department of English
Professor T.H. Adamowski, chairman of the undergraduate and graduate departments, from July 1, 1985 to June 30, 1990

School of Physical & Health Education
Professor Roy J. Shephard,

director, from July 1, 1985 to June 30, 1991 (second term)

Program in Gerontology
Professor Blossom T. Wigdor, director, from July 1, 1985 to June 30, 1986 (reappointment)

Faculty of Pharmacy
Professor Ernst W. Stieb, acting dean, from July 1, 1985 to Dec. 31, 1985 or until a new dean is appointed

Department of Biochemistry
Professor D.E. Isenman, associate professor with tenure, from July 1, 1985

Department of Medicine
Professor C.J. Lumsden, associate professor with tenure, from July 1, 1985



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Committee Highlights

The Academic Affairs Committee — March 14, 1985

• concurred with the recommendation of the Planning & Resources Committee that, in principle, the University take action to create an independent Royal Conservatory of Music by July 1, 1986. It would be a corporation without share capital, to be controlled by a board of trustees and it would have control over all programs and diplomas currently offered by the University through the conservatory.

Vice-Provost Roger Wolff told the committee that a small committee would be struck to examine means of implementing independent status. In response to a question, he said concerns over the discussion paper released by the Committee on the Future of Music Studies had been addressed by the final report, which had been approved in principle by the assembly and the faculty association of the conservatory. The principal of the conservatory told academic affairs that conservatory members found the idea of separation appealing and that the assembly had

reserved the right to review and approve the ultimate details of separation. The dean of music said the faculty's council had not formally responded to the committee's report and that while members of the faculty were not enthusiastic about the proposed separation they were willing to accept the wishes of the conservatory and the University

• approved that the Department of Immunology be designated as eligible to apply for an I'Anson Fund development grant for support of a biotechnology research program in "Self, Non-self Discrimination: Basic and Applied"

• received a report on a review of the Department of Anatomy

• received the report on the Office of International Cooperation

• a member said that a number of students enrolled in a course at Scarborough College were upset because their final grades had been adjusted downward. The adjustment had been made because a disproportionate number of high grades had been reported for the course. In her view, this action

contravened the Scarborough College Grading Practices Policy which provide that changes to a course grading scheme be made only with the consent of the majority of students in attendance at the class in which changes are proposed and that the policy forbade the use of quotas. Vice-Provost Wolff said that most divisions followed the Scarborough practice for changing grading schemes, but that the practice applied only to the weighting of various elements and assignments in a course, not to the final grade distribution. The Scarborough principal added that the college was compelled to have a marks review committee by the University Grading Practices Policy and that the Scarborough calendar made it quite clear that grades were not final until approved by the marks review committee. He understood that some students had entered an appeal against the college's action. He and the vice-provost commented that the appeals process should follow its due course without administrative interference

University of Toronto

1985-86 Budget Report

I. Introduction

The *Budget Guidelines for 1985-86* (Appendix A) noted that if the provincial increase in the operating grant were to be 5 per cent, the University of Toronto would receive an increase of only 4 per cent under the present distributive formula. This is exactly what has now occurred.

On March 7, 1985, the Minister of Colleges and Universities announced (Appendix B) that the Province would increase its transfers to Ontario's universities by 5 per cent; the previous week, he had written of his intention to distribute the 1985-86 grant according to the formula used in 1984-85, as recommended to him by the Ontario Council on University Affairs (OCUA).

Unless OCUA or the Minister decides to introduce a minimum or floor increase in the operating grant to each university, the results of the application of the current distributive formula will be a range of operating grant increases to Ontario universities, ranging from less than 3 per cent to over 8 per cent. It is particularly distressing to notice that the distribution of operating grant increases is such that the universities identified in the Bovey report as "research intensive" will receive, in

aggregate, substantially less than the system average of 5 per cent.

The President has made OCUA and the Minister aware of his concern over this matter and has suggested that in this period of transition towards the implementation of the Bovey Commission's recommendations, a more stable and neutral funding scheme than the present formula would be appropriate.

As the following sections of this *Report* show, the effect of a 4 per cent funding increase, after reasonable provision for salary and benefit increases, is to force yet another year of reductions on the base expenditure levels of University divisions. These cuts will lead to further erosion of our instructional capacity and in our institutional ability to support research. Some indication of the effect of these and past budget cuts on academic divisions is contained in an accompanying document prepared by the Provost.

In spite of the discouragingly low increase that is projected for our operating grant in 1985-86, there are encouraging signs that the public and governments are becoming increasingly aware of the need to support universities better, especially those that are research-intensive.

The Bovey Commission has recognized the financial plight of Ontario's research universities and, in its "Phase II" recommendations, has called for major financial infusions. Three recent federal-government reports, including the just-released study by Dr. A.W. Johnson for the Secretary of State, have identified the critical state of research infrastructure support in Canada's major universities and have proposed remedial action. As well, the Prime Minister has written to tell us of his government's strong commitment to "improved research and development activities as a key element of economic renewal" and of his government's desire to achieve "more effective support of both university and private-sector research in science and technology in Canada."

In addressing the recommended budget for 1985-86, it is worth recognizing both that funding for many important activities at the University is not channelled through the operating budget and that the budget *per se* is not principally a policy document. The budget does not allocate capital funds, trust funds or restricted funds such as those directed to

grant and contract research; it attempts simply to distribute a limited flow of operating revenue among many competing needs in order best to meet already defined policy goals and objectives.

Chapter II provides an overview of the proposed budget, and is followed, in Chapter III, by more detailed statements of the 1985-86 allocations to each University budgetary unit. Chapter IV sets out the principles and procedures which will guide supplementary changes to the recommended budget.

II. The Recommended Budget

1. Overview

The major components of the recommended operating budget for 1985-86 are shown on Table 1. This table also shows changes from the approved budget for 1984-85.

In accordance with the Governing Council's *Budget Guidelines for 1985-86*, recommended expenses for the coming fiscal year are in balance with expected income. One implication of this is that no change is budgeted to occur in the accumulated operating deficit. The accumulated deficit was approximately \$1 million at the end of 1983-84. It will continue to be at about that level at the end of the current, 1984-85 fiscal year and at the end of the 1985-86 fiscal year.

As Table 1 shows, total operating income during 1985-86 is expected to be \$478 million. The total includes certain items of expense over which the University has no independent control: municipal taxes, capital-debenture interest and assisted research income, plus divisional income, which accrues to divisions and is offset by an identical divisional expenditure item in the University budget. Thus, the discretionary portion of the income budget is only \$332 million; this is labelled "General University Income" in Table 1.

General University Income is expected to rise in 1985-86 by about \$13.2 million or 4.1 per cent over 1984-85. The largest part of this general operating income is the provincial formula grant adjusted by the net income attributable to the visa fee supplement; this part will increase by only 3.6 per cent. Revenue from student fees will rise by 4.6 per cent while "other" general income, an item that includes operating fund interest earnings plus overhead on research contracts, is projected to rise by over 16 per cent.

The expected increase in General University Income, \$13.2 million, is less than is necessary to accommodate the salary and benefits increase which has been proposed for 1985-86. As Table 1 shows, about \$14.4 million has been provided for this compensation increase. In order to balance the 1985-86 budget, the total University operating expense excluding this compensation increase must remain at about its 1984-85 level of \$350 million. The way in which this balance has been achieved is discussed in more detail in section II.3.

For reasons that are well known, salaries for faculty members and librarians have not yet been determined for either 1984-85 or 1985-86; these staff are currently being paid at 1983-84 levels. For other employees, 1984-85 but not 1985-86 salaries have been established. Since salaries and benefits for all employees account for close to 80 per cent of the operating budget and since academic staff and librarians alone account for over 40 per cent of total salary payments, the absence of a negotiated agreement with this latter group for both 1984-85 and 1985-86 compensation levels introduces an element of uncertainty into the expense projections.

With respect to salaries, the expense budget has been constructed to provide for the 1984-85 increase to faculty members and librarians that is currently offered by the University's administration. This increase is slightly above the 5 per cent provided in the 1984-85 budget but it is about the same as the agreed upon increase for the non-academic staff. For 1985-86, an increase in base salaries and

TABLE 1:
Recommended 1985-86 Budget

	Recommended 1985-86 Budget	Projected Changes from 1984-85 Increase (Decrease)
	\$	\$
INCOME		
General University income		
Government formula grants	266,406,140	9,235,099
Government special grants	57,684	1,277
Student fees (B.I.U. related)	53,759,181	2,349,557
Total formula income	320,223,005	11,585,933
Other general University income	11,529,000	1,611,000
	331,752,005	13,196,933
Divisional income	32,623,433	2,292,756
	364,375,438	15,489,689
Municipal taxes	1,687,550	(34,950)
Assisted research and interest on capital debentures	112,353,991	8,672,742
TOTAL	478,416,979	24,127,481
EXPENSE		
Total expenses of current operating fund	349,966,214	1,080,465
Salary, wage and benefit increase provision	14,409,224	14,409,224
Municipal taxes	1,687,550	(34,950)
Assisted research and interest on capital debentures	112,353,991	8,672,742
TOTAL	478,416,979	24,127,481
BUDGET NET INCOME (EXPENSE)	—0—	—0—

benefits of 3 per cent has been incorporated into the recommended expense budget. Provision has also been made for academic career-advancement (progress through the ranks, or PTR) payments and for staff merit awards.

2. Income

As discussed in the Introduction, above, unless the Minister of Colleges and Universities, on the advice of OCUA, provides for a floor in excess of 4 per cent under the 1985-86 operating-grant increase to each university, the increase to the University of Toronto will be about 4.0 per cent (excluding the redistributed visa fee supplement).

A second component of the University's operating income is also affected by the distributive formula. This is the visa fee supplement that is collected by the Province and then redistributed to universities on the same formula basis as the operating grant. The size of the overall supplement pool is affected by the number of visa students in the Province and by the particular fee category for each student. By reason of the formula, the distribution back to each university depends, not on the number of visa students, but on each university's total number of students.

The University's budget for 1984-85 was prepared on the assumption that the provincial visa fee supplement available for redistribution would be \$40 million. In fact, the total for the year is only about \$38.6 million, in consequence of which the University's actual income from this source in 1984-85 is about \$300,000 less than budgeted. Across the Province, the number of visa students has dropped. A careful analysis of the likely size of the supplement this coming year has resulted in an estimate of \$39.1 million being used in the 1985-86 budget. Of this total, the University of Toronto would receive about \$8.4 million, which is less than the amount budgeted in 1984-85 and only slightly higher than the

expected actual income from this source this year.

With a 4 per cent increase in the regular operating grant and a fall in the size of the redistributed visa-fee supplement money, the overall increase in the formula grant income shown in the second line of Table 1 is only 3.6 per cent.

The next largest component of General University Income is student-fee income, shown in the third line of Table 1. From year to year, the change in this number is affected by changes in the level of University fees, by changes in the number of students, and by changes in the mix of students by program.

For 1985-86, all fees have been budgeted to increase by 5 per cent, which is the increase in formula fees announced by the Minister of Colleges and Universities. A separate recommendation has been prepared for Council, that fees increase by this amount. In aggregate, however, fee income in 1985-86 is expected to increase by less than 5 per cent because the number of undergraduate students has dropped slightly from the number projected as part of the 1984-85 budget. This reduction has occurred both because fewer than planned first-year students were admitted and because the retention rate in upper years was a little less than predicted. In 1985-86, the number of new students should return to the previously planned level, as will be recommended in the Enrolment Plan for 1985-86.

Aside from the special fine-arts grant of about \$58,000, the only remaining category of general income is labelled "other" in Table 1. This item includes interest earnings on the financial assets of the operating fund, endowment income brought into the operating budget, a miscellany of fees and charges and revenue from various services including the central share of overhead earnings on research grants and contracts.

Of these other income items, the largest two are interest earnings and research overhead. Interest is expected to rise substantially over the amount budgeted for 1984-85 and to reach about \$6.2 million in 1985-86. This represents an average return on assets of 10.5 per cent. Research overhead is also budgeted to increase greatly in 1985-86. Including payments from the Connaught and I'Anson Funds, total overhead is expected to grow from \$1.8 million to about \$2.3 million. Underlying that expectation is the anticipation of two factors: higher federal government overhead rates on contract research and more active external research relations on the part of the administration and the Innovations Foundation.

Taken together, the items contributing to "other" general income will increase by a projected 16 per cent in 1985-86. This results in an overall general income increase of 4.1 per cent over the equivalent amount budgeted in 1984-85.

The remaining categories of income — divisional income, municipal taxes, assisted research and interest on capital debentures — are identically matched by offsetting expenditures, so variations in their levels have no direct effect on the budget balance.

3. Balancing the Budget

The changes from one year to the next, from a balanced 1984-85 budget to a balanced 1985-86 budget, are shown in Table 2 and Figures 1 and 2. If read carefully, the dynamics of creating the budget may also be followed in that Table.

General income is projected to increase by \$13.2 million; this is shown as the sub-total of "new income" in Table 2. Internal reallocation of funds has contributed another \$7 million to the total of allocatable funds.

The allocatable total has been assigned to three categories of increase: salaries and benefits, obligatory items and discretionary additions. Funds available equal the funds applied to new applications. This takes us from a balanced 1984-85 budget to a balanced 1985-86 budget.

Changes in income from the sources under "A" in the Table, are projected and to a large extent beyond the control of the administration. Sources listed under "B" consist of reductions from the 1984-85 budget allocations. The reversal of "one time only" additions, B.3, is automatic in the budget process. However, the remaining source of funds, the additional reductions in base budget, is a balancing item. When appropriate provision has been made for salary increases and when the minimum possible obligatory increases have been

estimated, two items remain: discretionary increases and the additional reductions, the base-budget cuts. In the end, it is these two items that must be balanced against each other to produce the final budget recommendation.

The base budget reductions that are recommended in this budget amount to \$3.8 million, as shown in line B.4. This sum includes \$791,000 PTR recovery (calculated as the difference between the average salary of retiring academics and the average salary of new academic staff, multiplied by the number of academics retiring) which is to be taken from the budgets of academic divisions in order to help provide for the gross cost of PTR. The remaining divisional reduction has been assigned as an average cut of 1 per cent to academic divisions and an average cut of 1.2 per cent to administrative divisions, including central administration. Actual divisional cuts vary widely and reflect the elements of priority and feasibility set out in the *Budget Guidelines*. Recommended reductions for each division are shown in Part III of this report.

Specific items that are included in the obligatory and the discretionary increases are shown in Tables 3 and 4 respectively.

TABLE 2:
Sources and Applications of Funds (millions of dollars)

SOURCES OF FUNDS OVER 1984-85 BUDGET	
A. New Income	\$
1. Increases in formula grants and student fees	
a) Increase in University of Toronto net formula grants	9.4
b) Decrease in distribution of visa fee supplement	(0.2)
c) Increase in student fees (rate increase)	2.4
Sub-total	11.6
2. Increase in other income	1.6
Sub-total	13.2
B. Funds made available by internal reallocation	
3. Reduction in budget due to reversal of "one time only" additions to the 1984-85 budget	3.2
4. Additional reductions in base budget	3.8
Sub-total funds from internal reallocation	7.0
TOTAL ALLOCATABLE FUNDS FROM ALL SOURCES	20.2
APPLICATION OF FUNDS OVER 1984-85 BUDGET	
1. Increase in salaries, wages and benefits	14.4
2. Obligatory increases	2.7
3. Discretionary increases	3.1
TOTAL APPLICATION OF FUNDS	20.2
ANNUAL CHANGE IN BUDGET NET INCOME (EXPENSE)	—0—

Figure 1

TOTAL SOURCES OF FUNDS
1985-86 Recommended Budget

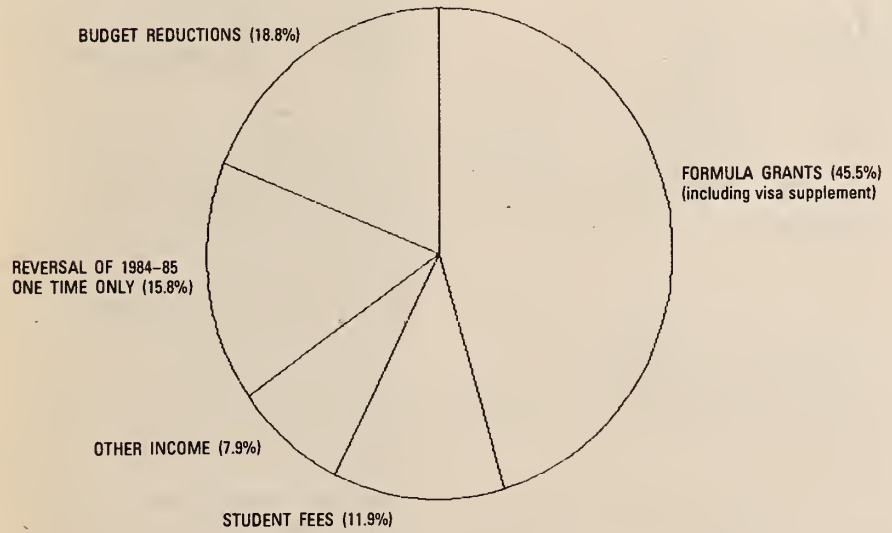
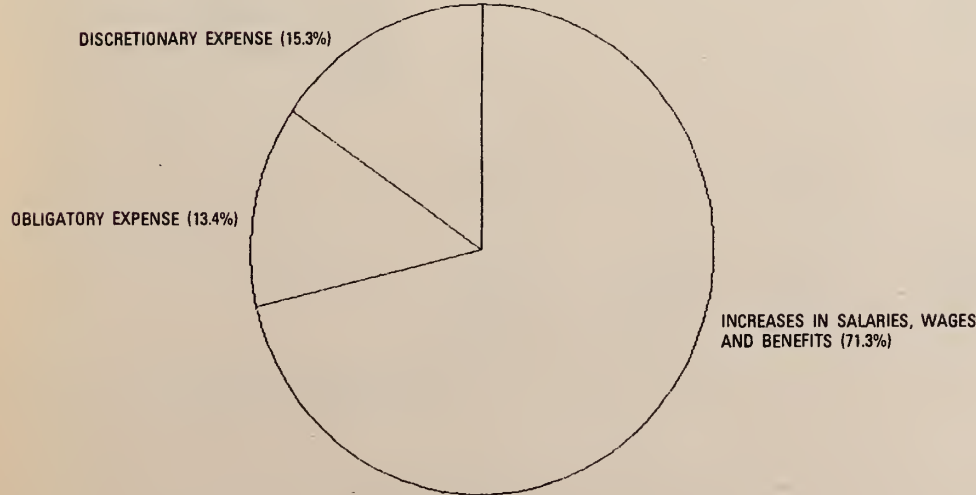


Figure 2

TOTAL APPLICATIONS OF FUNDS
1985-86 Recommended Budget



4. Obligatory and Protected Expenses

There are within the University's operating budget several categories of expense which are obligatory, either because they are practically unavoidable (for example, the cost of utilities) or because they are required by formal agreement (for example, tuition waivers for dependents of University staff). Obligatory expenses are formally identified in the *Background to the Budget Guidelines: General Budget Policies and Procedures*.

The designation of an expense as obligatory does not imply that means should not be sought continually to achieve greater efficiency, to reduce or even eliminate the needs for the expenses, and to review the policies on which they are based. Several obligatory expenses are indexed annually, usually to prices, but in some cases to other factors like, for example, enrolment.

Some categories of expense are protected as a matter of policy against the effects of inflation and against budget reductions. Until this year there were three categories of protected expense: the library acquisitions fund, graduate fellowships and bursaries, and undergraduate scholarships and bursaries. Beginning in 1985-86 as a result of the agreement between the University and UTLAS, the expense of automated services provided under the agreement will also be protected.

Inclusion of the expense of automated library services does not necessarily call for any additional expenses in 1985-86, but it may in subsequent years. The main effect this year is that the protection of a large block of expense (about \$700,000) forces higher reductions in those categories of expense which are not protected.

As one item has been added to the list of obligatory and protected expenses, another has been removed. Beginning in 1985-86, the cost of computer rental and service contracts in UTCS will no longer be regarded as an obligatory expense. Deletion of this cost from the list of obligatory and protected expenses is a corollary of the decision that was taken in 1984-85 to "monetize" -90 computing accounts. Expenses from computer rental and service contracts in Business Information Systems, Information Systems Services, and Academic Statistics and Records will continue to be regarded as obligatory.

Table 3 and Figure 3 show the recommendations for obligatory and protected expenses in 1985-86.

TABLE 3
Obligatory and Protected Expenses, 1985-86

OBLIGATORY EXPENSES	Addition or Increase Required	
	Base Budget	1985-86 Only
	\$	\$
BUDGET GROUP I - ARTS AND SCIENCE		
1. Scarborough College summer program	46,000	
BUDGET GROUP V - OTHER ACADEMIC COSTS		
1. Administrative leaves and returning administrators		517,300
2. Transfer payments to other institutions (Federated Colleges block grant and Sheridan College transfer payment)	337,938	
BUDGET GROUP IV - ACADEMIC SERVICES		
1. Computer rental and service contracts	6,957	
BUDGET GROUP IX - PHYSICAL PLANT		
1. Physical Plant contracted services	3,200	
2. Utilities		
- St. George	649,500	
- Scarborough	96,500	
- Erindale	47,600	
3. Rents, including examination space	(139,107)	
BUDGET GROUP X - GENERAL UNIVERSITY EXPENSE		
1. Tuition waivers and tuition allowance scholarships	83,550	
2. Fiscal termination fund	60,000	
3. Maternity leave fund	(85,000)	
4. Professional development fund	5,000	
5. Educational assistance fund	4,198	
6. Compliance with Atomic Energy Control Board, Occupational Health and Safety, Bio-safety regulations	56,000	136,000
7. Consulting fees, bank charges, insurance, audit fees, and legal expense	(2,511)	
8. Postage	32,129	
9. Membership fees	65,500	
Sub-total	1,267,454	653,300
PROTECTED EXPENSES		
BUDGET GROUP VI - ACADEMIC SERVICES		
1. Library acquisitions fund	203,500	
2. Library automated services	201,000	
BUDGET GROUP VIII - STUDENT ASSISTANCE		
1. Graduate fellowships and bursaries	170,000	
2. Undergraduate scholarships and bursaries	219,000	
Sub-total	793,500	
TOTAL	2,060,954	653,300

5. Discretionary Budget Increases

Discretionary budget increases involve new spending that no matter how meritorious could be avoided. The increases may be for either entirely new activities or for the expansion and enhancement of existing activities.

The *Budget Guidelines for 1985-86* called for the rate of new discretionary spending to be kept as low as possible so that the level of base budget reduction could be kept low as well. Table 4 indicates discretionary spending increases that total about \$3 million. Included are additions for two items that were expressly authorized by the *Budget Guidelines*: \$684,000 for the acquisition of computing equipment for both academic and administrative purposes, and \$150,000 for support of the University of Toronto Press' scholarly publishing program.

Base budget increases in discretionary spending will amount to about \$2.3 million for 1985-86. Several of the "one time only" additions (which total about \$735,000) will result in cost savings in the future. That, for example, will be the outcome of new automated systems for room reservations and transcripts.

Some increases, although nominally discretionary, provide funding for prior commitments. For example, \$354,000 had to be added to the budget of the Physical Plant Department in recognition of the additional costs that will arise from the opening of the Koffler Student Services Centre and the addition to the Dentistry Building. Thus, of the \$3 million in new discretionary spending, about \$1.3 million is new in a budgetary sense but does not really represent the introduction of new programs or services. The cost of truly new initiatives that are being recommended for 1985-86 is about \$1.7 million. The comparable amount for 1984-85 was \$2.7 million, and for 1983-84, about \$4.3 million.

Table 4 and Figure 4 display the items recommended for new discretionary spending in 1985-86.

What the Table does not display, but what deserves emphasis is the relationship between the level of reduction and the level of new discretionary spending. For the academic divisions particularly, priority was placed on keeping base budget reductions as low as possible in order to protect existing programs and, where possible, to allow those divisions flexibility to follow their own priorities in adjusting to financial pressure. Corollaries of this priority are that reductions on average are higher for administrative divisions and that new discretionary spending overall is lower. Thus, while a large portion of new discretionary spending is for academic programs and services, those are as well the areas that will receive the greatest protection from budgetary reduction. The combination, then, is a preponderant emphasis, as intended, on the strength and quality of academic programs and services.

Table 5 and Figure 5 summarize all expense additions by category of expense.

Figure 3

OBLIGATORY/PROTECTED EXPENSE INCREASES
1985-86 Recommended Budget

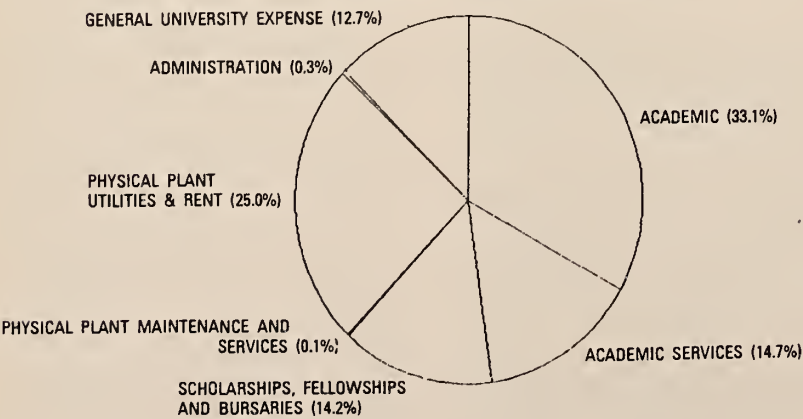


TABLE 4:
Discretionary Expenses, 1985-86

	Addition or Increase Required	
	Base Budget	1985-86 Only
	\$	\$
BUDGET GROUP I – ARTS AND SCIENCE		
1. Faculty of Arts and Science	68,400	
2. School of Graduate Studies	15,000	
3. Scarborough College	35,000	
BUDGET GROUP II – UNIVERSITY-WIDE SCHOOLS, COLLEGES AND PROGRAMS		
1. School of Graduate Studies – Canadian Institute for Theoretical Astrophysics	35,000	
BUDGET GROUP III – HEALTH SCIENCES		
1. Faculty of Medicine		50,000
2. Faculty of Nursing	42,000	
3. School of Physical and Health Education ..		5,000
4. Faculty of Pharmacy.....	74,841	
5. Program in Gerontology	10,000	
BUDGET GROUP IV – PROFESSIONAL FACULTIES		
1. Faculty of Applied Science and Engineering	18,100	
2. Faculty of Architecture and Landscape Architecture	100,000	70,000
3. Faculty of Law.....	31,700	
4. Faculty of Library and Information Science .	25,000	
5. Faculty of Management Studies	35,000	30,000
BUDGET GROUP V – OTHER ACADEMIC COSTS		
1. Research support for Principals, Deans and Directors.....	100,000	
2. Support for University of Toronto Faculty Association.....	41,000	
BUDGET GROUP VI – ACADEMIC SERVICES		
1. Computing	684,000	
2. Computing network expansion		50,000
BUDGET GROUP VII – ADMINISTRATION		
1. Office of the President.....	98,500	
2. Personnel Department.....	60,000	
3. Office of the Vice-President Business Affairs	143,000	
4. Office of the Vice-President Research and Government Relations.....	50,000	
5. Office of Space Management	13,000	140,000
6. Office of the Vice-President and Provost...	10,000	30,000
7. Office of Admissions	80,000	20,000
8. Office of the Assistant Vice-President (Planning) and University Registrar.....		125,000
BUDGET GROUP IX – PHYSICAL PLANT		
1. Maintenance of increased space inventory .	354,000	
BUDGET GROUP X – GENERAL UNIVERSITY EXPENSE		
1. Hart House Grant.....	89,100	
2. University of Toronto Press scholarly publishing program	34,750	150,000
3. Innovations Foundation		65,000
4. Negotiation expense	25,000	
5. Convocation.....	10,000	
TOTAL.....	2,282,391	735,000

Figure 4
DISCRETIONARY EXPENSE INCREASES
1985–86 Recommended Budget

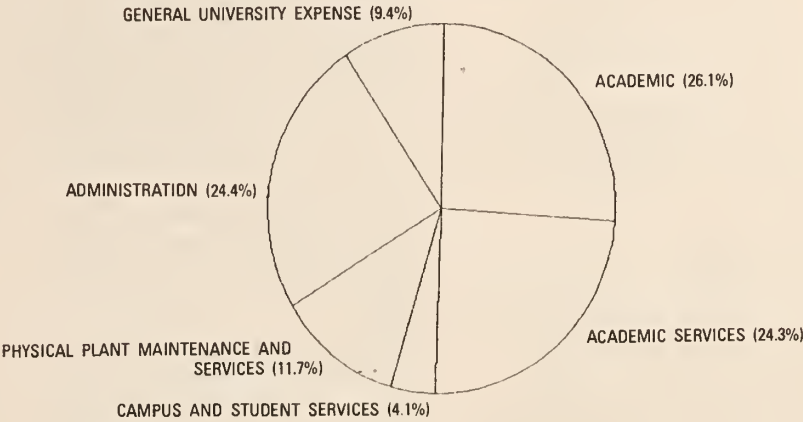


Figure 5
TOTAL EXPENSE INCREASES
1985–86 Recommended Budget

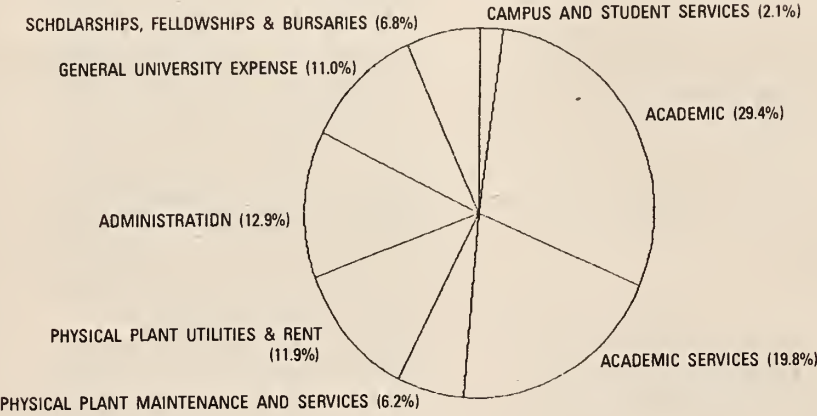


TABLE 5:
Summary of Obligatory, Protected and Discretionary Expense Reallocation

Category	Obligatory & Protected			Discretionary			Total		
	Base	O.T.O.*	Total	Base	O.T.O.	Total	Base	O.T.O.	Total
	\$	\$		\$	\$	\$	\$	\$	\$
1. Academic	390,938	517,300	908,238	631,041	155,000	786,041	1,021,979	672,300	1,694,279
2. Academic Services	404,500	0	404,500	684,000	50,000	734,000	1,088,500	50,000	1,138,500
3. Campus and Student Services .	0	0	0	93,100	30,000	123,100	93,100	30,000	123,100
4. Student Fellowships, Scholarships and Bursaries....	389,000	0	389,000	0	0	0	389,000	0	389,000
5. Physical Plant, Maintenance and Services.....	3,200	0	3,200	354,000	0	354,000	357,200	0	357,200
6. Physical Plant, Utilities and Rent	654,493	0	654,493	0	0	0	654,493	0	654,493
7. Alterations and Renovations ..	0	0	0	0	0	0	0	0	0
8. Administration	6,957	0	6,957	450,500	285,000	735,500	457,457	285,000	742,457
9. General University Expense...	211,866	136,000	347,866	69,750	215,000	284,750	281,616	351,000	632,616
TOTALS	2,060,954	653,300	2,714,254	2,282,391	735,000	3,017,391	4,343,345	1,388,300	5,731,645

*O.T.O. is "one time only", for 1985-86.

6. Planned Computing Development

Table 4 shows a discretionary allocation of \$684,000 for computing development in 1985-86. This development was anticipated in the *Budget Guidelines for 1985-86*. In approving the *Guidelines*, the Governing Council resolved that "funding provision may be made for computing development at a level not exceeding" \$684,000 unless "subsequent analysis does not confirm its merit or advantage to the University."

Analysis during the past several months has indeed confirmed the desirability of proceeding with a significant change in the configuration of computing support for the instructional, administrative and research computing applications now using the central computing facilities. This change is the final phase of a plan that was set in motion in 1982 when Council approved a "Policy on the Use and Development of Computing Facilities". The general direction of anticipated change was described in the *UTCS 1983/84 Annual Plan*, approved by the Planning and Resources Committee in March 1983.

The first stage of the planned change occurred in 1982 with the signing of an agreement with IBM Canada under which IBM donated to the University a large, mainframe computer, several smaller computers and a number of terminals plus software and operating systems associated with the equipment. All maintenance and servicing costs associated with this gift were to be covered for three years.

This equipment and software allowed us to abandon our dependence on key-punch and card-reader approaches to instructional computing and thus to move out of the computing dark ages. Using the donated mainframe, we were also able modestly to develop computer-aided design and computer-aided manufacturing (CAD/CAM) instructional and research capacity in the Department of Mechanical Engineering and to test some humanities computing applications under a new and better operating system than had previously been available.

The three-year period, now almost ended, during which IBM Canada has covered equipment and software costs has been a time for intense analysis and planning, planning for the next stage of change to an improved computing configuration. As a general matter, all options have been open, although some very specific problems have had to be solved. These problems included the need to find an efficient but high-quality way of handling the introductory computing courses in the Department of Computer Science, the urgent requirement for better computer graphics and design equipment for engineering and other disciplines with similar needs, the desire to provide a humanities computing environment that will permit those disciplines to maintain the North American leadership in computer applications that they now hold, the need to improve instructional computing services for non-computing science disciplines, the critical current limitation in administrative computing capacity, and, finally, the need to recognize in our solutions the extent to which the 1982 computing policy encouraged the rational decentralization of computing equipment and computing decisions.

Even if there were not otherwise sufficient incentive to plan for a changed computing configuration in 1985-86, the fact that the University must, beginning in September 1985, pay the servicing and software costs on the donated IBM equipment would itself require us to consider a change. These additional costs are expected to be \$468,000 annually. It would seem that considerable improvement can be made in our computing environment at a net additional continuing cost that is less than the continuing cost of doing nothing and at a present value that is roughly the same as the present value of making no change.

A number of alternative configurations have been studied and their costs estimated. The particular development that underlies the budget recommendation has been examined and discussed widely on campus and has the strong endorsement of the Board of the University of Toronto Computing Services. It is described in the Board's *1985-86 Annual Plan*. There are four basic elements in the planned change: 1) the present central administrative computing capacity will be greatly improved by moving the administrative load from a small, overloaded IBM 4341 mainframe machine to a larger, newer generation IBM 4381 machine; 2) the introductory instructional load will be taken off the large 3033U16 computer (the machine given to us by IBM Canada) and shifted to microcomputers running the TURING compiler developed in our Department of Computer Science; 3) two divisional mainframe computers, both IBM 4361's, will be purchased, one by social-science users with the support of the School of Graduate Studies and the Faculty of Arts and Science and the other by the scientific computing group of the Department of Computer Science; and 4) the three large mainframe academic computers at UTCS — the 3033U16, the 3033N12 and the DEC-10 — will be dropped from service and replaced by two IBM 4381 machines. These changes will reduce somewhat the aggregate capacity of the central academic computers, but this will be more than made up by the increased divisional capacity.

There will be cost savings associated with the replacement of the older and more expensive mainframe machines. When this and the direct support provided from existing divisional budgets are taken into account, the central budget cost of the proposed change will be \$684,000 in 1985-86. The required central support is expected to rise to \$807,000 in 1986-87 then to \$852,000 for each of the next two years. After that time, the cost is reduced to \$492,000 in 1989-90, to \$307,000 in 1990-91 and then to a continuing base cost of \$275,000. By comparison, the cost of making no change is a continuing base charge (ignoring inflation) of \$468,000. In present-value terms, the cost of the proposed change is much less than the base allocation of \$684,000 approved in the *Budget Guidelines*.

The resources for this proposed allocation come from a base-budget saving of close to \$1 million that occurred two years ago when several long-running computer-equipment leases were bought out, at a cost of \$890,000 in 1983-84 and \$684,000 in 1984-85. The difference between these numbers and the original base-budget savings has been used to reduce divisional budget cuts in each of the two years. It is the continuation of the \$684,000 allocated in the current budget year that will be used to finance the proposed computer change in 1985-86.

7. Salary Increases Supported by Divisional Income

Throughout the University there are numerous positions that are supported by divisional income. Divisional income is earned from the sale of services and goods, and from fees that are charged for non-credit courses. It is collected and retained by divisions. In some divisions, the services that generate income are quite large and involve many positions. Some programs — for example, the University of Toronto Schools and the School of Continuing Studies — operate on this basis entirely.

When these services and programs are started or enlarged, all of their expenses are offset by divisional income, thus avoiding placing any burden on the operating budget. But subsequently there can be hidden subsidies for these services and programs as positions that initially were funded fully from divisional income begin to attract salary increases from General University Income. As this practice continues over time, the balance of funding for the positions gradually shifts from divisional income to General University Income, and in turn to other divisions of the University.

Beginning in 1983-84, divisions have been asked to report the number of positions (on a full-time equivalent basis) and their accompanying salaries which are supported by divisional income. In 1983-84, the salary expense of these positions was nearly \$7 million. In several areas it is already the practice to fund salary increases for these positions with divisional income. Beginning in 1985-86, this practice will be extended to include all positions that are supported by divisional income which is earned from the sale of services outside the University. Positions supported by the sale of services within the University, including services purchased with research grant and contract income, will be excluded from the initial application of this practice, although steps will be taken to include them as well in 1986-87.

The broad introduction of this practice will obviously save money, potentially as much as \$650,000 annually (in terms of current salary levels). The budget proposed for 1985-86 assumes that the cost of salary increases will be about \$150,000 lower as a result of expansion of the practice this year. There are other reasons for broadly applying the practice. It will result in price and fee schedules that represent the real cost of these services and programs to the University. As well, it will be more equitable across the University, as divisions that mount programs and services on a cost-recovery basis continue to fund them on that basis without placing demands on General University Income.

8. Adherence to the Guidelines

On January 17th, 1985, the Governing Council approved a set of eight guidelines to be used in the construction of the 1985-86 budget. These are shown in the "summary" section of Appendix A. All guidelines have been adhered to in the preparation of the recommended budget.

Operating expenditures have been balanced with operating income, discretionary expenditures have been limited to critically important or financially beneficial projects and base-budget reductions have been minimized and differentially apportioned.

The two items of discretionary spending that were specifically acknowledged, bridge funding for scholarly publishing at the University of Toronto Press and funding for computing development, have been evaluated, as called for in guideline #7, and recommended in the budget.

Guideline #8 calls for the budget to anticipate and respond to special initiatives or policies that may be announced by the Province, including those related to the Bovey Commission recommendations. The Province has not responded yet to the Report of the Bovey Commission so it has not been possible to position the University in a way that might take advantage of the Commission or the Province's views. We have, however, recognized the possibility of enhanced capital funding this year and the possibility of special equipment and library funding, as recommended by the Ontario Council on University Affairs. As well, the recommended computer reconfiguration anticipates the possibility of installing on campus a supercomputer during the next year, a possibility that has been given a major boost by the Premier's announcement on March 22nd that the Province will allocate \$10 million "to assist in the purchase and location of a supercomputer at a major Ontario university."

III. Divisional Recommendations

The budget recommendations for each division or budget group comprise these items:

1. *1985-86 preliminary net base budget.* This is the division's 1984-85 net base budget adjusted for May and June salaries and the reversal of additions that were made for one year only in the Budget Report for 1984-85. It is the base budget to which the recommendations in the Budget Report will be applied.
2. *Recommended reduction.* This reduction is based on the 1984-85 base budget's being adjusted downward by the amount which is recommended. All expenses that were added to the 1984-85 base budget for one year only have been automatically reversed to establish the base budget to which the recommended reduction is applied.
3. *Recommended Additions.* Additions either are to the base budget or are restricted to 1985-86 only. Additions that are for 1985-86 only will be automatically reversed at the end of the year. The additions that were made for 1984-85 only do not appear as reductions in the divisional budget schedules for 1985-86 because the reversals were made automatically in compliance with the 1984-85 Budget Report and were not part of the process of developing the 1985-86 Budget Report. The categories for 1985-86 additions are as follows:
 - a. Obligatory
 - b. Discretionary

Net recommended change. This amount is the sum of the recommended reduction (Item 2) and the recommended additions to the base budget (3.a and 3.b). This amount does *not* include salary recoveries, which may reduce salary budgets.

4. *Increases (decreases) in expense funded by divisional income.*
5. *(Increases) decreases in divisional income.* Several divisions receive income through fees that are charged for services and non-credit courses. The expense of the services or non-credit instruction can be increased if the added expense is offset by corresponding increases in divisional income. Thus some additions which are recommended for expense budgets will be offset, either partially or wholly, by increased divisional income. Some increases in divisional income are greater than the corresponding increases in divisional expense funded by divisional income. In those cases the net difference is a means of meeting the net recommended reduction.
6. *Transfers.* Transfers involve the relocation of expense accounts among divisions. They do not represent net increases or decreases in the University's total expense.

Total budget change. This amount is the sum of the recommended base budget reductions (Item 2), the recommended additions (Items 3.a and 3.b), and provisions for increases in divisional income and expense (Items 4 and 5), and transfers (Item 6). This is the amount by which the division's base budget for 1985-86 will differ from its base budget for 1984-85 before salary adjustments for 1985-86.

The basic principle of the Budget Report is that funds are allocated to divisions on a "global" as opposed to "line by line" basis. This principle relies on the judgement of principals, deans and directors to allocate the funds available to each division within the following policies and procedures:

1. Additions and reductions must be consistent with divisional plans and objectives, as recognized by the Planning and Resources Committee.
2. Funds that are added by specific recommendations in the Budget Report should not be diverted to other purposes.
3. Reductions may not be exported from one division to another; each reduction must result in a reduction of net University expense.
4. Reductions that affect income are not permitted unless they can produce a net reduction in expense.
5. Divisional expenses (in the -14 account, except for funds located there temporarily) for teaching assistance may not be reduced in disproportion to base budget reductions in University expense overall. Disproportionate divisional variations may be permitted on the recommendation of the Vice-President and Provost, provided that the overall University result is not disproportionate.
6. For a division to receive support from special funds, like the Equipment Replacement Fund, it may not have met its budget reduction by decreasing its accounts for the same area of expense for which support is sought from the special fund.
7. Staff benefit accounts (-96 accounts) are not convertible to other categories of expense.
8. *Wherever there is a question about exact dollar amounts, the Financial Report should be considered the precise expression of the intentions of the Budget Report.*

Budget Group I
Arts and Science

Faculty of Arts and Science

In 1984-85 \$270,000 was withdrawn from the Faculty of Arts and Science's base budget and made available to the Faculty on a "one time only" basis. This amount will be credited to the reduction of \$983,182 that has been assigned to the Faculty for 1985-86. The reduction also includes \$15,000 that will be assessed against college academic programs, the budget for which will be transferred to the Faculty. The rest of the Faculty's reduction will be met largely by savings from retirements (regular and early) and resignations, and by enrolment limitations in some programs, although overall enrolment will not be affected. An addition of \$18,100 will be made to accelerate the appointment of University Research Fellows and \$27,000 will be provided for secondary school liaison. The Faculty will receive \$60,495 to meet the cost of maintaining the cluster of micro-computers that will be acquired for the Department of Computer Science under the special purchase of computing equipment. This amount is part of the overall \$684,000 spending proposal for computing.

Innis, New and University
Colleges

Previous budget reports have regarded the needs of Innis College, New College and University College from a common perspective because their relationships to the University and the Faculty of Arts and Science are similar and because they maintain commitments to the development of programs and collegiate life which have a great deal in common.

The program budgets of the constituent colleges will be transferred to the Faculty of Arts and Science to provide better integration with Arts and Science programs.

A reduction of one per cent is recommended for the remaining portions of the College's budgets — Innis \$5,196; New \$7,446; University \$8,151. Reductions in college academic programs are included in the budget of the Faculty of Arts and Science.

Scarborough College

As in previous years, the College's budget has been viewed as a composite of several separate categories of expense: academic, academic administration, library, campus and student services, physical plant maintenance and service, and physical plant utilities. Recommendations for the College reflect this perspective.

The recommended reduction applies to all of the College's base budget except library acquisitions and physical plant utilities, since they are protected expenses. Of the recommended reduction — \$239,878 — approximately one-third will be met from savings in campus and student services, and from physical plant services. Savings in the library will be made by dismantling the Scarborough-Erindale Technical Services (SETS) which currently is located in the Robarts Library. These services will still be provided, but through a different arrangement.

As additions the College will receive as obligatory allocations \$14,000 for its library acquisitions fund, \$96,500 for physical plant utilities, and \$46,000 to bring funding for its summer program up to the actual level of expense that was incurred in 1984-85. A further discretionary addition of \$35,000 will fund part of a position for a returning administrator.

Erindale College

Like Scarborough College, Erindale College's budget is a composite of several different categories of expense, two of which — library acquisitions and physical plant utilities — are protected from budget reductions. The College plans to make the recommended reduction by increasing net divisional income from services and by the dismantlement of the Scarborough-Erindale Technical Services, now located in the Robarts Library.

Recommended additions to the College's budget include: \$12,000 for library acquisitions, \$47,600 for physical plant utilities, and \$7,000 to keep first aid facilities open during the summer in compliance with occupational health and safety regulations. The College also will receive bridging assistance to sustain its statistics program for 1985-86.

Federated Colleges

As a result of the new Memorandum of Agreement that was signed last summer by the University of Toronto, Trinity College, the University of St. Michael's College, and Victoria University, a new basis for calculating the block grants to the federated universities for their services to programs in arts and science on the St. George campus was introduced. Application of the new financial agreement calls for an increase of \$279,949, subject to year end adjustments in accordance with the agreement.

Budget Group I: Arts & Science

	Arts & Science	University College	New College	Innis College	Scarborough Academic	Erindale Academic	Federated College Block Grant	Federated College Academic Support	Total Group I
1985-86 Preliminary Net Base Budget . .	67,783,973	1,095,156	920,858	708,858	16,779,798	17,032,981	3,583,565	233,791	108,138,980
1985-86 Recommended Reduction	(983,182)	(8,151)	(7,446)	(5,196)	(216,934)	(216,943)			(1,437,852)
<i>Additions to Base Budget</i>									
Obligatory Expense					60,000	19,000	279,949		358,949
Discretionary Expense	143,895				35,000				178,895
<i>Additions for 1985-86 Only</i>									
Obligatory Expense									0
Discretionary Expense									0
Net Recommended Change	(839,287)	(8,151)	(7,446)	(5,196)	(121,934)	(197,943)	279,949	0	(900,008)
Expense Increase (Decrease) Funded By									
Divisional Income	183,696				103,205	53,003			339,904
Expense Transfers	841,872	(196,139)	(176,286)	(189,249)				(233,791)	46,407
Total Change in Expense	186,281	(204,290)	(183,732)	(194,445)	(18,729)	(144,940)	279,949	(233,791)	(503,697)
(Increase) Decrease In Divisional Income	(183,696)				(103,205)	(53,003)			(339,904)
Income Transfers									0
TOTAL CHANGE IN INCOME	(183,696)	0	0	0	(103,205)	(53,003)	0	0	(339,904)
TOTAL BUDGET CHANGE	2,585	(204,290)	(183,732)	(194,445)	(121,934)	(197,943)	279,949	(233,791)	(843,601)
RECOMMENDED BUDGET FOR 1985-86. . .	67,786,558	890,866	737,126	514,413	16,657,864	16,835,038	3,863,514	0	107,295,379

Budget Group II
University-wide Schools, Colleges and Programs

School of Graduate Studies
The operating budget of the School of Graduate Studies includes administration, graduate centres and institutes and fellowships. The fellowship budget is described in Budget Group VIII. One hundred seventy thousand dollars (\$170,000) will be added to the fellowship base for 1985-86.

Beginning in 1984-85 the School's budget included provision for the Canadian Institute for Theoretical Astrophysics (C.I.T.A.). One position will be added for C.I.T.A. in 1985-86 from bridging funds and an addition of \$35,000 is recommended for administrative assistance to C.I.T.A. also. A contractually limited position in Museum Studies will be supported by bridging funds. It is not possible to fund the Master of Policy Studies program.

It has not been possible to protect the School from a budget reduction and, in anticipation of a negative carry-forward from 1984-85, the reduction that is recommended will be kept at \$46,000 to be applied to the budgets for administration and centres and institutes.

Woodsworth College
Woodsworth College's budget has remained largely intact in recent years. No reduction was assigned at all in 1984-85. It is, however, necessary to recommend a reduction for 1985-86. But it should be possible to make the reduction without affecting the College's budget adversely. For several years the College has automatically received additions for its summer program in recognition of increases in enrolment. Summer session enrolment decreased in 1984 which in turn calls for a decrease in expense.

Transitional Year Program
A comparatively small reduction — \$3,038 — is recommended. The reduction may result in a small decline in levels of service but should not seriously affect the Program.

School of Continuing Studies
The School of Continuing Studies operates on the principle that its programs and services, when taken as a whole, should recover their full costs, including fee waivers, staff salaries and rent. Following this principle, the School will increase its expenses from \$2,820,000 in 1984-85 to \$2,924,000 in 1985-86. The corresponding increase in revenue will be from \$2,850,000 to \$2,954,000, thus producing a measure of net revenue approximately at previous levels.

Also in 1985-86, the budget for the English as a Second Language Program (ESL) will be consolidated as a separate series of income and expense accounts in the School. Currently the ESL budget is dispersed: some expense is shown as an "Other Academic Cost"; other expense and all revenue are shown in the School of Continuing Studies budget. This arrangement has proven to be administratively very cumbersome. The new arrangement calls for no change in either revenue or expense; the change is in the way in which the ESL budget will be displayed and administered.

Budget Group II: University-Wide Schools, Colleges and Programs						
	Woods- worth College	School of Graduate Studies	Graduate Institute & Centres	Transitional Year Program	School of Continuing Studies	Total Group II
1985-86 Preliminary Net Base Budget	6,638,476	1,998,820	4,617,743	303,814	(30,000)	13,528,853
1985-86 Recommended Reduction..	(33,114)	(26,000)	(20,000)	(3,038)		(82,152)
<i>Additions to Base Budget</i>						
Obligatory Expense						0
Discretionary Expense			35,000			35,000
<i>Additions for 1985-86 Only</i>						
Obligatory Expense						0
Discretionary Expense						0
<i>Net Recommended Change</i>	(33,114)	(26,000)	15,000	(3,038)	0	(47,152)
Expense Increase (Decrease) Funded by Divisional Income	7,000				104,000	111,000
Expense Transfers.....						0
<i>Total Change in Expense</i>	(26,114)	(26,000)	15,000	(3,038)	104,000	63,848
(Increase) Decrease in Divisional... Income.....	(7,000)				(104,000)	(111,000)
Income Transfers.....						0
TOTAL CHANGE IN INCOME	(7,000)	0	0	0	(104,000)	(111,000)
TOTAL BUDGET CHANGE	(33,114)	(26,000)	15,000	(3,038)	0	(47,152)
RECOMMENDED BUDGET FOR 1985-86.	6,605,362	1,972,820	4,632,743	300,776	(30,000)	13,481,701

Budget Group III
Health Sciences

Faculty of Dentistry
Up to \$30,000 in bridging funds will be made available to the Faculty, if needed, to provide partial support for a replacement position in Operative Dentistry. Temporary funding that the Faculty received in each of the last two years in order to reorganize its technical services will not be required in 1985-86, but some of the saving that the reorganization was intended to realize should begin to become available.

The Faculty will again consider the practicality of increasing patient fees in the Dental Clinic, which is a particularly costly operation. The practical limit of fee levels for the Clinic is the requirement that the mix of patients produce the training opportunities required by the academic program.

Faculty of Medicine

The Faculty of Medicine will absorb its recommended budget reduction by a combination of retirements and internal reallocations among departments within the three major divisions: Community Health, Basic Sciences and Clinical Sciences. The Faculty attempts, as much as possible, to treat the three major divisions as discrete budgetary units, and therefore tries to finance new initiatives from each division by reallocating funds, over and above the amount required to meet the University's budget reduction, within the relevant division.

The Faculty continues to be concerned about the ability of the clinical science departments to share in future budget reductions and at the same time provide first-class teaching and research programs. As noted in previous Budget Reports, the cumulative effect of past budget reductions in the clinical sector (which has borne a disproportionate share of the Faculty's overall reductions) has resulted in an increasing reliance by faculty members on income from clinical sources, leading to a reduced commitment of time and effort available for academic responsibilities. This development has a direct impact on the University's partners in clinical education, the affiliated teaching hospitals. A greater degree of joint planning, information sharing and consultation has evolved over the past few years, as part of an effective formal committee and board structure involving both hospital and University representatives. As both health and education budgets continue to shrink, the need for such joint planning will become more critical.

An allocation of \$50,000 to the Faculty's budget is recommended in 1985-86 (to continue in 1986-87 and 1987-88) to support the newly-established position of Associate Dean for Neurosciences Development. The Faculty has identified the neurosciences as a major and urgent priority for consolidation and expansion, and the appointment of an Associate Dean, supported jointly by the Faculty and central funds, will provide essential leadership in this area.

Budget Group III: Health Sciences

	Dentistry	Medicine	Nursing	Pharmacy	Physical & Health Education	Total Group III
1985-86 Preliminary Net Base Budget . . .	9,535,590	37,568,010	2,156,822	2,080,778	973,571	52,314,771
1985-86 Recommended Reduction	(111,208)	(565,172)	(7,698)	(24,312)	(12,655)	(721,045)
<i>Additions to Base Budget</i>						0
Obligatory Expense			42,000	74,841		116,841
Discretionary Expense						
<i>Additions for 1985-86 Only</i>						0
Obligatory Expense					5,000	55,000
Discretionary Expense		50,000				
<i>Net Recommended Change</i>	(111,208)	(515,172)	34,302	50,529	(7,655)	(549,204)
Expense Increase (Decrease) Funded By						
Divisional Income		843,025	(10,000)			833,025
Expense Transfers	16,890					16,890
TOTAL CHANGE IN EXPENSE	(94,318)	327,853	24,302	50,529	(7,655)	300,711
(Increase) Decrease In Divisional Income .		(843,025)	10,000			(833,025)
Income Transfers						0
TOTAL CHANGE IN INCOME	0	(843,025)	10,000	0	0	(833,025)
TOTAL BUDGET CHANGE	(94,318)	(515,172)	34,302	50,529	(7,655)	(532,314)
RECOMMENDED BUDGET FOR 1985-86	9,441,272	37,052,838	2,191,124	2,131,307	965,916	51,782,457

Faculty of Nursing

The Faculty of Nursing, according to a recent review, should maintain its undergraduate program and enrolment at planned levels, and be allowed to increase its tenure stream academic complement by a combination of tenure stream replacements and the conversion of contractually limited positions to the tenure stream. All will involve positions that are already funded in the Faculty's base budget.

Pressure on the Faculty's budget will be somewhat relieved by the removal of an obligation to meet one half of the salary cost of an academic position that has been transferred to the Faculty of Medicine (\$19,500) and by the restoration to the base budget of \$42,000 that had previously been provided only temporarily.

Faculty of Pharmacy

A recently completed review of the Faculty recommended that increased attention should be given to graduate and research programs, and that consideration be given to the appointment of up to four new tenure stream academic positions over the next few years. To enable the Faculty to expand its research strengths, several tenure stream replacements and the conversion of two contractually limited positions to the tenure stream have been authorized. A base budget addition of \$34,841 will complete funding for a position for an administrator who will return to the Faculty's academic complement. Ten thousand dollars (\$10,000) will be made available to permit an external decanal appointment, and bridging support of up to \$30,000 will be made available if needed to assist in the appointment of two investigators funded by the Medical Research Council.

School of Physical and Health Education

The recommendations for the School of Physical and Health Education will basically support its current status while it develops new plans for complement and the undergraduate program in accordance with the recommendations of a recent review. The recommended reduction can be met by leaving vacant an academic position that was vacated by resignation. A temporary transfer and an addition of \$5,000 for 1985-86 only will provide an administrative stipend for an Acting Director during the Director's period of leave.

Program in Gerontology

The Program's base budget was set only two years ago on a "zero base" thus making reductions highly impractical given its small size and large salary component. No reduction, therefore, is recommended. The proposed base budget addition of \$10,000 does not represent a new initiative or expansion. It corrects a miscalculation of the Program's base budget when it was established.

Budget Group IV
Professional Faculties

Faculty of Applied Science and Engineering

The Faculty of Applied Science and Engineering will participate with the Faculty of Arts and Science in a program to accelerate the appointment of NSERC University Research Fellows (URF's). The addition for Applied Science and Engineering is \$18,100, which will make possible the appointment of two additional URF's.

Reductions will be accomplished mainly by eliminating some contractually limited positions and by eliminating other positions that will be vacated by early retirement.

Faculty of Architecture and Landscape Architecture

In 1985-86 the Faculty will enter the third year of a four year budget plan that will lead to major reductions in complement and enrolment. Under the plan, a large (\$370,000) base budget reduction was made in 1983-84, and partially restored by a series of "one time only" additions to coincide with a phased reduction in enrolment. The "one time only" restoration for 1985-86 is \$70,000. Because the ultimate reduction in enrolment will not be as large as planned, \$30,000 will be restored to the Faculty's base budget to reflect the "steady state" level of enrolment. The absence of a budget reduction is also consistent with the four year budget plan.

The recommended base budget addition of \$70,000 will make possible the appointment of a dean from outside the Faculty, if advisable.

Faculty of Education

The principal recommendations for the Faculty of Education do not involve budgetary additions. The first is that the Faculty's continuing education programs should be organized to form a separate budget in which all expenses will be offset by income, mainly divisional income or fees income that previously was collected as divisional income. The second recommendation follows from the first. The Faculty will operate its continuing education program on a basis similar to the summer sessions of Woodsworth College, Erindale College and Scarborough College. The Faculty will annually set its continuing education calendar on the basis of anticipated demand, and budget accordingly, cancelling courses or sections that do not attract certain levels of enrolment and adding courses or sections if demand exceeds planned levels. As surpluses or deficits arise, they will revert to central accounts. Each subsequent base budget for the Faculty's continuing education program will be set in terms of the previous year's actual results.

A considerable portion of the recommended reduction will be realized from savings made possible by early retirements. Some administrative positions will be vacated as well.

Faculty of Forestry

The changes recommended for the Faculty of Forestry in 1985-86 are an allocation from the Equipment Replacement Fund and a reduction that can be met by the elimination of one academic position which will become vacant in 1985-86. In light of the Faculty's current instructional workload, it is not likely to be affected adversely by this reduction.

Faculty of Law

Several additions are recommended for the Faculty of Law in 1985-86, three of which involve the Faculty's library. Improvement of its library has been a major planning objective of the Faculty for several years, as recent Budget Reports have recognized. Base budget additions for the Faculty's library total of \$34,500, which will be used to fund upgrading of a librarian's position, and to protect the real value of, the Library's acquisitions and automated services budgets. The Faculty will receive as well \$16,700 to meet the cost of one-half of one tenure stream position.

Faculty of Library and Information Science

Both the additions and reductions recommended for the Faculty of Library and Information Science involve changes in academic complement. The proposed addition — \$25,000 to the base budget — will fund permanently a position that was filled last year but not permanently funded.

Retirements will make the reduction practicable, although some bridging assistance may be required to fund an early retirement.

Faculty of Management Studies

Thirty-five thousand dollars (\$35,000) is needed to fund the Faculty's summer MBA program fully. An additional \$50,000 will be needed for the summer session in 1986-87. The current budget cannot support the full array of courses which was originally scheduled. These will be additions to the base budget. The \$30,000 addition that is restricted to 1985-86 only will provide partial and temporary funding for an academic position that subsequently will be funded from external sources.

The reduction can be realized from savings derived from staff turnover.

Faculty of Music

The Faculty will receive an allocation from the Equipment Replacement Fund. The recommended reduction can be managed by net increases in divisional income and by some decreases in the cost of individual performance instruction.

Faculty of Social Work

The proposed reduction will involve savings from staff turnover and from the reduction of a position from full-time to part-time through a semi-retirement. The Faculty will receive support from the Equipment Replacement Fund.

Budget Group IV: Professional Faculties

	Applied Science & Engineer- ing	Archi- tecture & Land- scape Archi- tecture	Edu- cation	Edu- cation U.T.S.	Forestry	Law	Library & Infor- mation Science	Manage- ment Studies	Music	Social Work	Total Group IV
1985-86 Preliminary Net Base Budget	17,521,028	1,586,808	9,857,327	0	1,819,405	3,277,658	1,859,911	3,739,808	3,386,826	1,880,387	44,929,158
1985-86 Recommended Reduction	(215,000)		(225,000)		(40,000)	(10,000)	(76,000)	(20,000)	(40,000)	(35,000)	(661,000)
<i>Additions to Base Budget</i>											
Obligatory Expense						20,500					20,500
Discretionary Expense	18,100	100,000				31,700	30,000	35,000			214,800
<i>Additions for 1985-86 Only</i>											
Obligatory Expense											0
Discretionary Expense		70,000					42,808	30,000			142,808
<i>Net Recommended Change</i>	(196,900)	170,000	(225,000)	0	(40,000)	42,200	(3,192)	45,000	(40,000)	(35,000)	(282,892)
Expense Increase (Decrease) Funded by Divisional Income	79,500			244,596	10,000		5,000	37,000			376,096
Expense Transfers	18,549				211						18,760
<i>Total Change in Expense</i>	(98,851)	170,000	(225,000)	244,596	(29,789)	42,200	1,808	82,000	(40,000)	(35,000)	111,964
(Increase) Decrease in Divisional Income	(79,500)			(244,596)	(10,000)		(5,000)	(37,000)			(376,096)
Income Transfers											0
TOTAL CHANGE IN INCOME	(79,500)	0	0	(244,596)	(10,000)	0	(5,000)	(37,000)	0	0	(376,096)
TOTAL BUDGET CHANGE	(178,351)	170,000	(225,000)	0	(39,789)	42,200	(3,192)	45,000	(40,000)	(35,000)	(264,132)
RECOMMENDED BUDGET FOR 1985-86	17,342,677	1,756,808	9,632,327	0	1,779,616	3,319,858	1,856,719	3,784,808	3,346,826	1,845,387	44,665,026

Budget Group V Other Academic Costs

The Other Academic Costs budget group varies from year to year in size and composition. In some years special funds to offset the effects of inflation on the costs of equipment and supplies have been located centrally as "other academic costs." In other years, provisions for inflation on these expenses have been made in divisional budgets directly. Since 1979-80, there have been large central funds for equipment and library acquisitions. The Equipment Replacement Fund is intended primarily for teaching programs, and therefore is shown as an "other academic cost." The Library Acquisition Fund is located in Budget Group VI — Academic Services.

There will be no central inflation fund for 1985-86. A small contingency provision is recommended in anticipation of increases in first class postal rates. This fund is shown in Budget Group X — General University Expense and will be distributed when and if postal rates increase. The protection of certain categories of expense in accordance with the *Background to the Budget Guidelines: General Budget Policies and Procedures* is in effect a major provision in recognition of inflation although it is not formally displayed as such through a special central fund.

Given their purpose and nature, most items in the Other Academic Costs budget group are reconstructed annually in order to determine as precisely as possible the expenses that each will require in the coming year. The recommendations that follow are for items that either have been significantly changed or added for 1985-86.

Transfer Payment to Sheridan College
Some of the University's academic programs are offered in cooperation with other institutions. One of these programs — the undergraduate fine art program sponsored by Erindale College and Sheridan College of Applied Arts and Technology — is funded by grants to the University under the Ministry of Colleges and Universities' Operating Grant Formula. By formal agreement, portions of the grant must be transferred from the University to Sheridan College according to a formula to which both of the cooperating institutions and the Ministry have agreed. Given current levels of enrolment and the announced application of the Operating Grant Formula for 1985-86, the transfer payment to Sheridan College should be increased by \$57,989.

Additional Support for the University of Toronto Faculty Association
Under existing agreements the University provides accommodation for the University of Toronto Faculty Association and underwrites the cost of released time for its President and Vice-President — Grievances. Both arrangements will be expanded in 1985-86 to include released time for UTFA's Vice-President — Salaries and Benefits, and larger quarters at 455 Spadina Avenue. Larger quarters will be possible only if additional space becomes available in the building; none is available now. The overall addition recommended in 1985-86 is \$41,000. A further \$10,000 will be needed in 1986-87.

Research Support for Principals, Deans, and Directors

To promote continuity of support for the research of faculty members who assume administrative positions in their divisions, an annual provision is made in the Other Academic Costs budget. This provision is customarily made for one year only because the support is not always required and the amount can vary from year to year. For 1985-86, the amount required is \$100,000.

Administrative Leaves

Funds are provided centrally to meet the costs of leaves for faculty members who serve in the University's administration and in the School of Graduate Studies. These costs are met centrally since the leaves are in recognition of service to the University at large. Administrative leaves for heads of academic divisions are met by the divisions. Divisions retain the base salary of faculty members who take positions in the University's administration and must protect that funding during the period of the leaves so that the faculty members can reassume their positions at the end of their leaves without additional expense being required. The cost of administrative leaves in 1985-86 will be \$517,300.

Equipment Replacement Fund

The Equipment Replacement Fund in recent years has been allocated in the Budget Report, thus displaying the amount that each academic division would receive from the fund in the course of the coming budget year. For 1985-86, the Fund will be allocated at the beginning of the budget year (May 1, 1985). In the interim, a new formula for allocating the Fund will be developed.

Until 1984-85 the allocation of the Fund was based on the previous three years' distribution of equipment funding (excluding 1982-83 when there was no Fund). Because that arrangement was essentially historical and in some cases arbitrary, the base on which calculations were being made each year contained several anomalies, and the anomalies became larger each year as they were continually built into the base.

The new formula will allocate the Fund on the basis of enrolment weighted by program and averaged over three years (actual enrolments for 1983-84 and 1984-85, and planned enrolment for 1985-86). In the event that the new allocation scheme will produce major variations from the previous scheme, it may be introduced gradually in the first year, for example, by allocating 50 per cent of the Fund on the basis of the new formula and 50 per cent at the discretion of the Provost.

The size of the Equipment Replacement Fund in 1985-86 will be \$826,473. This is in addition to funds that are being added elsewhere in the Budget Report for computing equipment. It also will be in addition to any funds that the Ministry of Colleges and Universities might later make available for special support for instructional equipment, research equipment, or library acquisitions, as it did in 1982-83.

Budget Group VI
Academic Services

Media Centre

Because the Media Centre’s audiovi-
sual service and audiovisual libr-
ary support instruction, they are eli-
gible for support from the Equip-
ment Replacement Fund, and will re-
ceive support on that basis.

The Media Centre is one of the di-
visions in addition to the Universi-
ty of Toronto Library which has a
contract with UTLAS for automat-
ed services. The contract is small and
does not require supplementary
funding at this time. It is, however,
an expense that should be protect-
ed in future years.

University of Toronto Library

Library Acquisitions

As the *Background to the Budget Guide-
lines: General Budget Policies and
Procedures* specify, some categories of
expense must be protected against
budget reductions and the effects of
inflation. The real value of the Li-
brary Acquisitions Fund has been
maintained under this policy since
1979-80.

Maintenance of the real value of
the Fund in 1985-86 will require an
addition of \$203,500. This amount
will be distributed to the libraries
of Erindale College, Scarborough
College and the Faculty of Law, as
well as the University of Toronto Li-
brary itself.

Calculation of this addition is bas-
ed on estimates of rates of inflation
and currency fluctuation, which are
expected to be favourable in terms
of European currency and unfav-
ourable in terms of the U.S. dollar.
To 1984-85 a single calculation was
done for the entire Fund, which
was then distributed to the divisions
on the basis of their share of total
library acquisition expense. Begin-
ning in 1985-86 a separate calcula-
tion has been made for each library
that receives support from the
Fund. This change was made in rec-
ognition of the fact that the compo-
sition of each collection is different,
particularly in terms of rates of
purchase from foreign countries.

Allocation of the addition recom-
mended for 1985-86 will be as
follows:

University of Toronto	
Library	\$158,000
Scarborough College Library	14,000
Erindale College Library	12,000
Faculty of Law Library	19,500

Automated Services

Under the terms of the agreement be-
tween the University and UTLAS
there is an obligation to purchase cer-
tain automated services from UTLAS.
In consequence, the University of
Toronto Library’s expenses for auto-
mated services, beginning with the
1984-85 base budget, will be protected
under the provisions of the *General
Budget Policies and Procedures*. The
amount thus protected is \$700,000.
Since the base budget already pro-
vides \$500,000 for the purchase of
automated services from UTLAS, the
addition needed for 1985-86 is
\$200,000.

Comparable expenses in the Facul-
ty of Law (\$21,000) and the Media
Centre (\$2,500) should also be pro-
tected, since those divisions also
have contracts with UTLAS. A small
addition (\$1,000) is also required
for the Faculty of Law.

Budget Group VI: Academic Services					
	Library Operations	Library Book Fund	Media Centre	U.T.C.S.	Total Group VI
1985-86 Preliminary Net Base Budget	14,208,793	4,596,200	735,658	3,951,860	23,492,511
1985-86 Recommended Reduction. .	(201,511)		(9,000)	(60,000)	(270,511)
<i>Additions to Base Budget</i>					
Obligatory Expense	200,000	158,000			358,000
Discretionary Expense				82,535	82,535
<i>Additions for 1985-86 Only</i>					
Obligatory Expense					0
Discretionary Expense				50,000	50,000
<i>Net Recommended Change</i>	(1,511)	158,000	(9,000)	72,535	220,024
Expense Increase (Decrease) Funded by Divisional Income			(16,500)	(373,804)	(390,304)
Expense Transfers.					0
<i>Total Change in Expense</i>	(1,511)	158,000	(25,500)	(301,269)	(170,280)
(Increase) Decrease in Divisional. . .			16,500	373,804	390,304
Income.					0
Income Transfers.					0
TOTAL CHANGE IN INCOME	0	0	16,500	373,804	390,304
TOTAL BUDGET CHANGE	(1,511)	158,000	(9,000)	72,535	220,024
RECOMMENDED BUDGET FOR 1985-86.	14,207,282	4,754,200	726,658	4,024,395	23,712,535

Library Operations

Although the Library Acquisitions
Fund is protected from budget re-
duction, the library operations bud-
get is not. Beginning in 1985-86,
however, the cost of automated ser-
vices, which has been in the opera-
tions budget, will be protected as
well. Thus the Library’s overall
budget has become less exposed to
budget reductions. The reduction
that is recommended for 1985-86 —
\$201,511 — will be met through
staff attrition and savings that will re-
sult from reviews of service con-
tracts, supplies and equipment
expenses.

University of Toronto Computing
Services

Although major changes will take
place in the University’s central
computing facilities in 1985-86, the
proposed changes in UTCS’s
budget are modest. A reduction of
\$60,000 will be taken as a base cut
to its budget; \$82,535 will be added in
base to cover the continuing net
cost (\$72,535) of the new administra-
tive computer plus the continuing
cost (\$10,000) of the small computers
that will network and control the
new microcomputer clusters to be
used by the Department of Com-
puter Science. Other capital costs of
the proposed new computer con-
figuration, which has been described
in section II.6, will be met from a
special general university account.
Fifty thousand dollars (\$50,000)
will be allocated for 1985-86 only to
cover part of the cost of expanding
the fibre optics network east to the
Medical Sciences Building and
north to 150 St. George Street; the
other part of the costs of this ex-
pansion will be met from internal
UTCS resources.

It is anticipated that the base reve-
nue earned by UTCS will be less
than budgeted expenditures. The
shortfall will be covered by a car-
ryforward from 1984-85. During 1985-
86, UTCS and its Board will be
working on ways of reducing expens-
es and increasing income, so that
the two will be brought into better
balance in subsequent years.

A detailed description of the ma-
chine changes that are planned for
UTCS is contained in the *UTCS An-
nual Plan for 1985-86*, which was
approved by the UTCS Board in
January.

Budget Group VII
Administration

Office of the President

Two additions are recommended for the Office of the President, both to provide base budget funding for activities that are already underway. Sixty-two thousand, five hundred dollars (\$62,500) will be added to fund the Status of Women Office. The amount includes the cost of salaries, supplies, equipment and travel.

The second addition — \$36,000 — will locate in the operating budget some expenses that previously were met on a continuing basis by The Varsity Fund. These expenses were mainly for scholarships and tracing alumni records. Although highly worthwhile these expenses should not be a continuing charge to the Fund, which instead should be used primarily to support new initiatives and projects that do not require continuing support.

Office of the Vice-President and Provost

With one exception, all of the additions recommended for the Office of the Vice-President and Provost are for various aspects of Student Affairs, which until this year were part of the Office of the Vice-President — Personnel and Student Affairs. Thirty thousand (\$30,000) will be added for 1985-86 only for Services to Disabled Persons to meet the costs of specialized equipment and minor building alterations to make buildings and facilities accessible to disabled persons. A further \$4,000 will be added to the base budget, also for Services to Disabled Persons, to meet the cost of special arrangements for tests and examinations. An addition of \$6,000 is also recommended for the Office's base budget to meet the costs of decanal search committees.

Office of the Vice-President — Business Affairs

Most of the additions recommended for the Office of the Vice-President — Business Affairs derive from the reorganization of the University's senior administration which was reported to and new positions approved by the Governing Council in June, 1984 and from the recommendations of the review of the Personnel Department which was conducted in 1984 (the "Duffy Report"). The principal expense of reorganization involves the creation of a new Assistant Vice-Presidency for Facilities and Administrative Systems. Creation of this office will require a base budget addition of \$105,000, mainly for salaries. The emphasis of the office, at least initially, will be on automated information systems in support of both divisional and institutional administration.

An addition of \$60,000, again to the base budget, will enable the Personnel Department to improve the support that it provides to the working relationships between the University and its faculty and staff associations and unions.

Although budgetary support has been provided for several years to modify buildings and facilities to comply with various occupational health and safety regulations, the administration of the program has not been consolidated and fully supported. A base budget addition of \$38,000 will make this possible.

A small obligatory addition — \$3,257 — is recommended to meet the increased cost of computer rental and service contracts in Business Information Systems (B.I.S.).

Office of the Vice-President — Research and Government Relations

Major efforts will be undertaken beginning in 1985-86 to attract additional contract research and create research linkages with private industries. Thirty thousand dollars (\$30,000) will be added to the Office of the Vice-President for this purpose. Elsewhere, as a General University Expense (Budget Group X), an addition of \$65,000 to support the Innovations Foundation will serve this purpose as well.

An addition of \$20,000 to the base budget of the Office of Research Administration will enable the Office to support the extension of the research leave grant program to include research costs that are incurred outside regular research leaves. This arrangement will be advantageous for the University's researchers, but will require careful adjudication of requests for T4A income. To capture these advantages, then, some additional administrative expense is necessary.

Office of the Assistant Vice-President (Planning) and University Registrar

Two additions are recommended for registrarial areas. One addition of \$100,000 (\$80,000 to the base budget and \$20,000 for 1985-86 only), will fund the design, publication, and distribution of a new University calendar for use in secondary school recruitment and liaison. The new publication has been planned and designed in accordance with the Report of the Working Group on Recruitment and Admissions and the administrative response to it. The additional funds will be located in the Office of Admissions, but the development of the new publication will be a collaborative effort involving the Office and the divisions that enrol students directly from secondary school.

The other addition will provide \$125,000 for 1985-86 only to support further development of an automated transcript system to serve all academic divisions. Development of the system began in 1983-84 with \$65,000 provided by the University Registrar from savings in other areas of the Office. In 1985-86, actual design of the system will begin. The system will replace various costly manual systems and, in time, produce savings in several academic divisions as well as providing a better service to students.

The Office of Space Management will receive additional funds for three items:

- \$40,000 for 1985-86 only for an automated room reservation system. The system will be used by several academic divisions as well as by the Office itself. The system will improve the utilization of classroom space and increase the rental of space, thereby increasing net revenue.
 - \$13,000 as base budget support for computing services, mainly for maintenance of the space inventory. This is not a new requirement, but in the monetization of -90 account computing funds in 1984-85, the Office's allocation fell short of existing requirements.
 - \$28,000 as an obligatory addition to the expense of renting and setting up space for examinations. This is a service that the Office provides to several academic divisions on the St. George campus in response to increasing demands for examination space.
- Information Systems Services and the Office of Academic Statistics and Records will together receive as an obligatory addition to the base budget \$3,700 to meet the increased cost of computer rental and service contracts.

Budget Group VII: Administration

	Office of Governing Council	Office of Ombudsman	Office of the President	Assistant Vice-Pres. & Registrar	Office of the Vice-Pres. & Provost	Campus and Student Services	Vice-Pres. Business Affairs	Vice-Pres. Community Relations	Vice-Pres. Research & Government Relations	Total Group VII
1985-86 Preliminary Net Base Budget	407,426	88,325	941,363	4,398,517	1,356,586	2,298,689	9,074,346	2,431,660	1,256,201	22,253,113
1985-86 Recommended Reduction	(4,000)		(12,814)	(51,070)	(21,788)	(20,821)	(7,859)	(28,450)	(2,132)	(148,934)
ADDITIONS TO BASE BUDGET										
Obligatory Expense				31,700			3,257			34,957
Discretionary Expense			98,500	93,000	10,000	89,100	203,000		50,000	543,600
ADDITIONS FOR 1985-86 ONLY										0
Obligatory Expense										
Discretionary Expense				285,000	30,000					315,000
NET RECOMMENDED CHANGE	(4,000)	0	85,686	358,630	18,212	68,279	198,398	(28,450)	47,868	744,623
Expense Increase (Decrease) Funded By Divisional Income						14,633	305,420	(20,000)		300,053
Expense Transfers						57,136	(57,136)		(82,057)	(82,057)
TOTAL CHANGE IN EXPENSE	(4,000)	0	85,686	358,630	89,981	316,563	178,398	(28,450)	(34,189)	962,619
(Increase) Decrease In Divisional Income Income Transfers					(14,633)	(305,420)	20,000			(300,053)
TOTAL CHANGE IN INCOME	0	0	0	0	(14,633)	(305,420)	20,000	0	0	(300,053)
TOTAL BUDGET CHANGE	(4,000)	0	85,686	358,630	75,348	11,143	198,398	(28,450)	(34,189)	662,566
RECOMMENDED BUDGET FOR 1985-86	403,426	88,325	1,027,049	4,757,147	1,431,934	2,309,832	9,272,744	2,403,210	1,222,012	22,915,679

Budget Group VIII
Student Assistance
(Graduate and Undergraduate)

Undergraduate Student Assistance and Graduate Fellowships and Bursaries are categories of expense which by policy are protected against budget reductions, the effects of inflation, and the effects of enrolment increases.

Undergraduate Student Assistance
Undergraduate Student Assistance, which is administered by the Office of Student Awards, comprises five separate programs: Tuition Allowance Scholarships, University Open Scholarships, Entrance Scholarships, Bursaries, and the Work Study Program. Total University spending from operating and restricted funds in 1984-85 is about \$1.1 million, which is in addition to about \$1.5 million in undergraduate scholarship and bursary funds that are held and administered by faculties and colleges. Of the \$1.1 million in University spending, about \$650,000 is funded from the proceeds of the Billes Estate. The balance, about \$450,000, is in the operating budget.

For 1985-86, an addition of \$219,000 is recommended to maintain the real value of the Undergraduate Student Assistance budget. This increase is calculated in terms of spending from both the operating budget and the restricted funds supported from the revenue of the Billes Estate. The increase takes into account the proposed increases in tuition fees and the levels of enrolment planned for 1985-86.

The Entrance Scholarship Program, which was introduced in 1980-81, will be funded for another five years. The Program was first introduced for a five year period, with renewal dependent on a review that would be conducted in the fifth year of its operation. The review has been completed and will be submitted for information to the Subcommittee on Admissions, Curriculum and Standards. Briefly, the review concluded that the Program has been successful in attracting superior students to the University, particularly to those faculties and colleges which previously had had little access to funds for entrance scholarships,

Budget Group VIII: Student Assistance			
	Under-graduate student Assistance	Graduate Fellow-ships	Total Group VIII
1985-86 Preliminary Net Base Budget .	439,222	4,423,190	4,862,412
1985-86 Recommended Reduction . . .			0
ADDITIONS TO BASE BUDGET			
Obligatory Expense	219,000	170,000	389,000
Discretionary Expense			0
ADDITIONS FOR 1985-86 ONLY			
Obligatory Expense			0
Discretionary Expense			0
NET RECOMMENDED CHANGE	219,000	170,000	389,000
Expense Increase (Decrease) Funded By Divisional Income			0
Expense Transfers			0
TOTAL CHANGE IN EXPENSE	219,000	170,000	389,000
(Increase) Decrease In Divisional Income			0
Income Transfers			0
TOTAL CHANGE IN INCOME	0	0	0
TOTAL BUDGET CHANGE	219,000	170,000	389,000
RECOMMENDED BUDGET FOR 1985-86	658,222	4,593,190	5,251,412

and in providing more equitable access to those funds. The Program is being continued on the understanding that minimum requirements for entrance scholarships will rise to 85 per cent, that the value of entrance scholarships may increase to \$750 from \$500, that unexpended entrance scholarship funds may be used to support in-course scholarships, and that faculties and colleges that are eligible to receive support from the Entrance Scholarship Program will place a high priority on replacing the support with private funding. The expectation is that the Program will be replaced by private funding by 1990. The Program will be reviewed again in 1989-90.

Graduate Fellowships and Bursaries
Unlike undergraduate scholarship and bursary funds, most of the University's fellowship and bursary support for graduate students is held and administered centrally

through the School of Graduate Studies. Since 1981-82 these funds have been increased by about 91 per cent to produce a budget of about \$4.4 million in 1984-85. That amount will be increased by \$170,000, which takes into account an anticipated increase in the value of Ontario Graduate Fellowships and a small decrease in enrolment from planned levels.

Budget Group IX
Physical Plant

Maintenance and Services
The space inventory that the Physical Plant Department must maintain on the St. George campus will expand in 1985-86 with the opening of the Koffler Student Services Centre and the addition to the Dentistry Building, and the assumption of budgetary responsibility for the operation of 21 King's College Circle (the Press Building). To meet the costs of this expansion, a base budget addition of \$354,000 is required.

Several of the Department's services are provided by contract and are thus obligatory. By relying more heavily on internal resources the Department will be able to hold increases in these contracts to a very low level — about \$3,200, which is recommended as a base budget addition.

Utilities
The cost of oil, gas, electricity, water, steam, and chilled water are met from the Utilities category of the budgets of the Physical Plant Department, Scarborough College and Erindale College. Because prices of utilities cannot be controlled by the University, the only reductions that can be made realistically in utilities expenses are those that can be achieved by conservation. Major reductions in utilities expense have already been made through conservation; opportunities for further savings through energy conservation are becoming less numerous.

Increases of \$649,500 for the St. George campus, \$96,500 for the Scarborough campus, and \$47,600 for the Erindale campus are recommended for additions to the base budget. These additions take into account under-budgeting in 1984-85, increases in the consumption of electricity, and increases in the cost of water.

Rent
The University rents space in about a dozen different locations. Most of rented space is used for academic offices. In 1985-86 the University's inventory of rented space will decline as the Koffler Student Services Centre opens and other leases are terminated, with the result that rental expense will decline by \$167,107. The cost of renting and setting up examination space will increase by \$28,000, which is shown as an addition to the base budget of the Office of Space Management.

Alterations and Renovations (Committee on Accommodations and Facilities)
Since 1983-84 the Alterations and Renovations budget has had two parts. The base budget — \$311,025 in 1984-85 — is used to fund small projects (less than \$30,000) which are not eligible for support from the Ministry of Colleges and Universities' Capital Grant Program, and to provide a contingency fund. A "one time only" budget is provided to fund a series of projects specifically approved and recommended by the Committee on Accommodations and Facilities following receipt and review of proposals from academic and administrative divisions.

For 1985-86 the Committee submitted a list of 11 projects totalling \$1.2 million. All of the projects are eligible for funding under the Ministry's Capital Grant Program and have been placed on the University's Capital Requests List.

No additions are recommended for Alterations and Renovations. The base budget, however, will be protected from budget reductions. The only source of support for the Committee's list of major projects will be the Ministry's Capital Grant Program.

Budget Group X
General University Expense

The General University Expense budget group is like that for Other Academic Costs: from year to year it varies in composition and size. There is no general recommendation for General University Expense. Instead each item has been reviewed individually and, where necessary, a separate recommendation developed.

General University Expense is not organized as a single, combined budget. Instead, various General University Expense items are assigned to either the President or a vice-president for administration during the course of the budget year. Unlike other administrative expenses, however, General University Expense items may not be transferred. They may be used only for their designated purpose, or returned to General University Income.

THE AMOUNT SHOWN IN PARENTHESES FOR EACH ITEM IS ITS CURRENT LEVEL EXPENSE.

University Membership Fees (\$479,800)
Sixty-five thousand and five hundred dollars (\$65,500) should be added to the base budget for administration by the President to meet increased costs of the University's membership in the Association Universities and Colleges of Canada and the Council of Ontario Universities.

Legal, Audit, Consulting, Investment Management and Other General University Expense (\$1,248,383)
Included here are the costs of legal counsel, investment counsel, pension consulting fees and services, bank safekeeping charges, and audit fees. For 1985-86 it will be possible to reduce these costs by \$2,511. The reduction is small but is significant in that no increase is needed. The saving arises mainly from reduction in the cost of insurance.

Budget Group IX: Physical Plant

	Maintenance and Services	Utilities	Rent	Alterations and Renovations	Total Group IX
1985-86 Preliminary Net Base Budget	21,511,954	9,402,434	667,595	311,025	31,893,008
1985-86 Recommended Reduction..	(350,000)				(350,000)
<i>Additions to Base Budget</i>					
Obligatory Expense	3,200	649,500	(167,107)		485,593
Discretionary Expense	354,000				354,000
<i>Additions for 1985-86 Only</i>					
Obligatory Expense					0
Discretionary Expense					0
<i>Net Recommended Change</i>	7,200	649,500	(167,107)	0	489,593
Expense Increase (Decrease) Funded by Divisional Income	89,626	480,606			570,232
Expense Transfers.....					0
<i>Total Change in Expense</i>	96,826	1,130,106	(167,107)	0	1,059,825
(Increase) Decrease in Divisional... Income.....	(89,626)	(480,606)			(570,232)
Income Transfers.....					0
TOTAL CHANGE IN INCOME	(89,626)	(480,606)	0	0	(570,232)
TOTAL BUDGET CHANGE	7,200	649,500	(167,107)	0	489,593
RECOMMENDED BUDGET FOR 1985-86.	21,519,154	10,051,934	500,488	311,025	32,382,601

Fee Waivers (\$1,383,900)

As benefits, the University waives tuition fees for members of the faculty and staff and their dependents, and for senior citizens in some programs. Tuition is also waived for three courses in the Bachelor of Commerce program. The cost of these policies varies from year to year and is difficult to predict. Based on patterns of actual expenditure in previous years and the proposed tuition fee schedule for 1985-86, the recommendation for 1985-86 is that \$83,550 should be added to the base budget for tuition waivers.

Maternity, Educational, Professional Development, and Fiscal Termination Funds (\$335,800)

Based on the actual demand for these funds and the modification of the Maternity Leave Fund that was introduced last year, the combined cost of these funds is expected to decline by \$15,800 in 1985-86. A reduction of that amount is recommended.

Compliance with Occupational Health and Safety Regulations (\$225,000)

To meet the obligatory expenses of complying with occupational health and safety regulations, two additions are recommended for 1985-86. One — a \$49,000 addition to the base budget — will provide a fund to meet small recurring requirements for special equipment and minor building modifications. The other — \$136,000 for 1985-86 only — will fund a series of larger, separate projects up to \$30,000 each. Occupational health and safety projects costing over \$30,000 have been placed on the University's Capital Requests List for funding by the Ministry of Colleges and Universities.

Convocation (\$120,893)

An addition of \$10,000 is needed to meet the cost of Convocation. The addition is needed to meet the current cost of Convocation, not to expand or enhance convocation programs.

University of Toronto Press (\$0)

In acquiring the University of Toronto Press Building (21 King's College Circle) the University agreed to meet the cost of accommodating the Press' scholarly publishing program. A base budget addition of \$34,750 is needed to meet this commitment.

The *Budget Guidelines* for 1985-86 expressly made provision for a subsidy to the University of Toronto Press for the scholarly publishing program. An addition of \$150,000 is recommended to provide this subsidy for 1985-86 only. The size of the subsidy is based on the Press' estimated income and expense for next year, and takes into account the improved debt/equity position that has resulted from the University's acquisition of 21 King's College Circle.

Innovations Foundation (\$0)

During 1984-85 the Governing Council approved a proposal to provide \$65,000 to the Innovations Foundation. A second allocation of the same amount for 1985-86 is proposed in this budget. The purpose of this support for the Foundation is to enable it better to help in the process of generating research contracts for the University. It is anticipated that the cost of this support will be more than met by the additional overhead earnings on research contracts brought to the University through the efforts of the Foundation. The situation will be evaluated during 1985-86. If this support seems to have met its purpose, further allocations in subsequent budget years may be recommended.

Postage Fund (\$515,335)

A small fund — \$32,129 — will be established in the base budget and held as a contingency to support major users of postage if first class postal rates increase in 1985-86.

Hart House (\$329,364)

The University for many years has made an annual grant to Hart House. The grant subsidizes the Warden's salary and expenses, and the cost of insurance, utilities, and building maintenance. An increase of \$89,100 is recommended for 1985-86. The addition is in partial recognition of the degree to which the expenses to which the grant is applied have increased since 1982-83, when the grant was frozen. The total estimated increase is \$140,000. A further recommendation, then, is that the balance (\$50,000) will be added to the budget for 1986-87. During 1985-86, the University's commitments to the support of Hart House and the obligations of Hart House to meet some of its own expenses will be reviewed, as will be the possibility of integrating the House's financial operations within the University's operating budget. These reviews will be conducted in close consultation with Hart House.

Computing Development

Of the \$684,000 addition that is recommended for planned computing development in 1985-86, \$60,495 will be located in the Faculty of Arts and Science and \$82,535 in UTCS. The balance — \$540,970 — will be budgeted as a General University Expense. All are base budget additions.

IV. Supplementary Budget Plan

The principal purpose of the Supplementary Budget Plan is to establish approved ways of coping with unexpected variations from budgeted levels of income or expense.

Actual expenses will normally be at or below budgeted amounts but uncontrollable increases above budget can arise. Government action during the year might result in higher than budgeted staff benefit costs or in new sales tax obligations. Utility costs can be above or below budget depending on the weather. But it is not expenses but differences between actual and budgeted income components that typically are the principal cause of variances from the approved budget.

It usually is not possible to provide a useful estimate of the expected fiscal year results until at least the end of the calendar year in December, and often even then there can be little assurance of the accuracy of the forecast. By the time the first projection of expected actuals can be made, it is usually too late to alter the University's expenditure patterns, given the nature of our activities and the obligations that are entered into at the beginning of each academic year. For this reason, there is little that can be done to adjust to aggregate income expectations that are below budget or aggregate expense projections above budget. However, a shortfall of income from any one source below budget or unexpectedly high expenditures in some specific area could be compensated for by above-budget income from other sources or expense savings in central accounts. As a general principle, unexpectedly high income from any one source could be used to offset either shortfalls in other sources or higher than budgeted aggregate expenditures, before such excess income is directed to any of the areas listed in this supplementary budget plan.

Once shortfalls elsewhere have been met, excess income could be used either to reduce the accumulated deficit or to fund high priority projects or programs that could not be fitted into the regular budget, after allowing for the need to fund emergency or high-priority expenses in accordance with the policy for administrative authority to change budgets.

The University's projected year-end position will include a comparatively small accumulated deficit. The budget recommended for 1985-86 sharply limits new discretionary spending in order to keep base budget reductions as low as possible. Future budgets will be under similar pressure. The following supplementary spending schedule, for these reasons, includes items that could not be funded normally this year and items that can lead to cost reductions in the future.

1. up to \$100,000 for furnishing the Koffler Student Services Centre.
2. up to \$500,000 for projects that are consistent with divisional or institutional goals and objectives, and that will pay for themselves through subsequent cost savings.
3. up to \$300,000 to fund any first priority Alteration and Renovation (C.A.F.) projects which are not funded from the Ministry of Colleges and Universities' Capital Grant Program.
4. up to \$950,000 to supplement the Equipment Replacement Fund, including computing equipment.
6. up to \$500,000 to reduce the backlog of deferred maintenance in the University's Physical Plant, including the Scarborough and Erindale campuses.
7. up to \$300,000 to supplement the Library Acquisitions Fund.
8. up to \$300,000 to increase divisional -90 and -98 computing accounts temporarily.
9. a reduction in the accumulated deficit.

As in previous Supplementary Budget Plans, no priorities have been assigned to the Plan for 1985-86. Funding will be allocated on the basis of need and benefit as assessed when and if funding becomes available. Priorities may also be influenced by special sources of funding.

APPENDIX A

Budget Guidelines for 1985-86

Introduction

Each year budget guidelines are prepared and presented to Governing Council in order to give that body an opportunity to discuss the coming year's budget and to approve the framework within which it will be developed. This process helps ensure that Council and the administration are approaching the budget from a shared set of principles.

The first priority governing the establishment of the 1985-86 budget is to maintain the excellence of the academic programs. The budget must be designed to ensure, where budget reductions are required, that the impact on the academic programs will be minimized. Similarly, where additional resources or differential reductions are recommended, there must be a clear linkage between these decisions and the enhancement of the academic goals and objectives.

An effective set of guidelines for the 1985-86 budget must be built upon some understanding of the financial pressures that will confront the University. These are discussed briefly in the next section. By mid-December, these financial issues and the outlook over the rest of the decade had been discussed with members of Council's standing committees and with many campus constituencies. In keeping with procedures adopted during the last several years, the administration has attempted to discuss the budget development and the environment within which it is being constructed with as wide a campus audience as possible.

Financial Issues and 1985-86 Outlook

Budgeting is an annual exercise that attempts to distribute a limited flow of operating revenue among many competing needs, in order best to meet the academic goals and objectives of the University. The operating budget that emerges from this exercise is related to the operating base of the University. Funding for many important activities at the University is not channeled through the operating budget. It does not allocate capital funds, trust funds or restricted funds such as those directed to grant and contract research. In fact, almost half of the funds that we spend each year on research are financed through trust or restricted accounts and not through the operating budget. However, the equipment, building operations, supplies and people supported by the operating budget provide the base or foundation upon which all other activities rest. Thus, our inability to support adequately this base has implications for other things that the University does and for other things that governments and the public expect the University to do. It makes little sense to expect the universities of Ontario, as a matter of public policy, to be able to expand their research and development efforts unless the operating base which supports these efforts is itself better funded.

Many of our attitudes towards the appropriate development and needs of the University of Toronto have been set out in the University's submission to The Commission on the Future Development of the Universities of Ontario (the "Bovey" Commission). After the formal hearings with the University, the administration sent to the Commission the results of an exercise that attempted to estimate the true state of underfunding at the University of Toronto. This exercise took account of the fact that the numbers in our operating budget and in our standard budget projections do not adequately include the cost of equipment or building depreciation, as private-sector accounts would, nor do they incorporate the cost of stabilizing our faculty/student ratios at something less than today's excessively high ratio and of returning the ratio of faculty to support staff to a more acceptable number. These items alone, in our post-hearing representation to the Commission, were estimated to be above \$30 million annually, or close to 10 per cent of the operating budget. To this deficit must be added the shortfalls that are projected as a result of provincial funding increases that are inadequate to support our present rate of spending.

Leaving aside the unfunded cost of depreciation and the unfunded cost of restoring faculty and support staff ratios, we still face substantial budget pressure and an inability to match resource costs to projected income unless the provincial government alters its current approach towards financing its universities. If, for example, the overall provincial operating-grant increase were to be distributed among universities according to the existing distributive formula (in either its old or its new version), the University of Toronto would receive an increase that was one percentage point below the provincial average. That is, if the provincial increase were 5 per cent, Toronto would receive an increase of

only 4 per cent to its operating grant. In addition, the Province can no longer count on visa-supplement fees as a growing source of funding since the number of visa students is diminishing in Ontario universities. We anticipate that the formula-allocated visa supplement income to the University of Toronto will be about \$1 million less next year than had previously been expected. As well, the effect of Section 15 of the Canadian Charter of Rights and Freedoms when it becomes law next April may be to alter the pattern of academic retirements and thus to reduce the budget flexibility of the University, especially as it bears on our ability to hire new staff. If the Bovey Commission recommendations are favourable and if they are acted upon by the Province, some relief from our present critical financial position may occur. Otherwise, the University faces its fourteenth year of divisional base-budget cuts and the Ontario government will have placed in further jeopardy the operating base of its Provincial University.

Guidelines for 1985-86

With the Report of the Bovey Commission as yet unpublished and both its recommendations and the government's response therefore unknown, our initial approach to the 1985-86 University budget must be based on an assumption that the existing structure and distribution of provincial operating grants will continue and that formula fees will increase at about the same rate as the operating grant.

Unless the provincial operating-grant increase is above about 7.0 per cent, operating income to the University of Toronto will not be sufficient to cover expenditures needed to maintain the existing staff complement and to provide for the existing level of non-salary expenditures. Thus, a provincial increase of less than 7.0 per cent will entail cuts to divisional base budgets, if budgeted operating income and expenditure are to be balanced in 1985-86.

Each year, this question of balancing budgeted income and expenditure is one that must be considered carefully. Factors that should be weighed in this consideration include the magnitude of any accumulated deficit or surplus, the existence of one-time income or expenditure anomalies in the forthcoming year, the possibility of off-setting in subsequent years any newly budgeted deficit or surplus and the need to maintain the excellence of our programs. Deficits that represent imbalances between base levels of income and continuing expenditures necessarily accumulate and can grow to unmanageable proportions unless measures are taken to adjust expenses or increase income.

In the present circumstances, we believe that the operating budget should be balanced in 1985-86. We realize that this could entail highly stressful divisional budget cuts if the provincial operating grant is low, but the medium-range financial outlook offers little prospect for operating-grant relief of the magnitude that would be required to recover from a deficit in 1985-86. In addition, we have accumulated a small deficit from past operating activities, one that is unlikely to be eliminated during the current fiscal year.

Uncertainties over several matters — the magnitude of the operating grant for 1985-86 and its distribution among universities, the possible impact on retirement patterns of Section 15 of the Canadian Charter of Rights and Freedoms, and the provincial response to the Bovey Report — make it difficult to be very definite about the appropriate shape of the 1985-86 budget. We must recognize, however, that immense harm may be done if the operating grant is below the amount needed to permit us at least to retain the present size of the staff complement and the present level of spending on non-salary items. Our ability at this point, therefore, to accommodate within the budget new initiatives or expansions of existing activities is minimal and must be limited to projects that are either of critical importance to the academic functions of the University or that are expected to pay back more than their cost. In effect, this means that no more than the minimal possible allocation of resources should at this stage be assigned to the discretionary category of budgeted spending, and in turn that divisional base budgets should be protected as much as possible.

Among the items that will be reviewed carefully for possible funding are two that we expect to pass the tests set out in the above paragraph. These are the provision of budget support for the scholarly publishing activities of the University of Toronto Press and the financing of computer developments that are required for the period following upon the current partnership agreement with IBM Canada which ends in August 1985. The Press has long been a significant adjunct to scholarship at the University and has helped establish the international reputation of our humanities research especially. Computing developments that are currently envisaged will substantially aid a wide range of teaching and research. Improvements in administrative computing also envisaged are expected to enhance the efficiency with which our academic enterprise is administered. Investment in these initiatives will of course be weighed against other essential academic needs.

The University of Toronto Press has been operating for some time on an inadequate funding base. "Sale" of the Press Building on the St. George Campus has temporarily removed much of the debt load so that interest payments to the University are now considerably reduced. Nevertheless, the Press retains a considerable prospect of having an income shortfall in the next few years. We must therefore deal with this problem, since it is accepted that scholarly publishing by the University of Toronto Press is important, both to the University as part of its academic endeavour and to Canadian scholarship. A long-run plan of support from other than the University operating budget is obviously desirable and is being worked upon. In the meantime, we anticipate the need for some level of one-time support for 1985-86.

The possibility of financing computer developments in 1985-86 was created two years ago when several long-running computer-equipment leases were bought out, thus eliminating a base-budget expenditure item of close to \$1 million. The buy-out cost was \$890,000 in 1983-84 and \$684,000 in 1984-85. The difference between these numbers and the base-budget saving has been used to reduce divisional budget cuts in each of the two years.

In recommending this buy-out of existing leases, we included the following in the 1983-84 *Budget Report*:

"By 1985-86, most of this base amount will be available for general university purposes and might be diverted at that time towards computing expenditures that may prove desirable after the expiration of the IBM Agreement in August 1985, or towards other computing needs".

If the present agreement with IBM simply lapsed with no replacement and if we maintained our current computing configuration, we would incur computing costs of roughly \$300,000 to \$400,000 annually, costs that are now being covered by IBM Canada. We know that a new co-operative agreement, which we are currently working with IBM to define, will not involve continued support for mainframe facilities at UTCS. This situation has led us to appraise our current computing needs and computer configurations. The details associated with this appraisal are under active consideration by a number of individuals and committees. From work done so far, it appears that it will be possible to achieve a satisfactory alignment of facilities with need for an amount that will not exceed the current one-time-only allocation for the lease buy-out. This amount includes any enhancement that might be made to divisional computing accounts which were changed in the current budget year from entitlement dollars to real dollars. Unless further work leads to a changed opinion, we would expect to include in the 1985-86 budget an allocation for these computing developments.

Computing enhancements that will arise from these developments reduce the need this coming year for an office-automation fund. Expenditures from this fund in 1984-85 have totalled \$200,000, the availability of which has encouraged an additional amount of close to \$400,000 to be allocated by divisions to productivity-increasing or cost-reducing changes. The elimination of this fund, along with anticipated reductions in other one-time-only central-budget allocations such as those to room renovations and alterations and to teaching equipment, will be aspects of our general strategy of minimizing cuts to divisional budgets.

Again in 1985-86, we would like to achieve a high level of budget autonomy within divisions. In spite of intense budget pressure, we do not recommend introducing centrally imposed complement-reduction targets for 1985-86. Divisions will have responsibility for handling as efficiently as possible, from their perspectives and within the limitations of standing principles and procedures, whatever budget cuts or transfers are required.

Existing position-recovery procedures with respect to retirements from among the tenured academic staff will continue. The allocation of new tenure or tenure-stream positions will be made by the Provost in consultation with divisions. As much as possible, tenure positions will be allocated on the basis of divisional complement plans.

Budget guidelines that flow from the above considerations must acknowledge the great uncertainty that exists over the state of university financing and provincial government policy that will affect the University of Toronto during 1985-86. Allowance must be made in the guidelines to permit us both to anticipate and to respond through the budget to new policies or initiatives that may be announced by the Province.

Summary

In summary, it is proposed that the preparation of the 1985-86 budget be guided by a commitment to the excellence of our academic programs and specifically by the following considerations:

1. Budgeted operating income and budgeted operating expenses should be in balance.
2. Base budget reductions will occur sufficient to balance expenditures with income and be distributed according to institutional priority and feasibility.
3. Discretionary funding for new or expanded initiatives will be limited to projects that are critically important to the academic functions of the University and to those projects that are expected to be financially beneficial to the University; otherwise the principal objective will be to keep divisional budget reductions as low as possible.
4. Some easing of guideline 3 may occur if the level of provincial grant support permits it.
5. In anticipation of a longer run financing plan, provision for bridge funding in 1984-85 may be made for scholarly publishing at the University of Toronto Press.
6. Funding provision may be made for computing developments at a level not exceeding the amount assigned to "purchase of computer leases" for one-time-only in 1984-85 (see item 15, Table 3, 1984-85 *Budget Report*).
7. Neither guideline item 5 nor item 6 will be included in the budget if subsequent analysis does not confirm its merit or advantage to the University.
8. The budget will anticipate and respond to any special initiatives or policies that may be announced by the Province, including those related to Bovey Commission recommendations, in ways that maximize our financial and academic advantage, provided such responses are consistent with Governing Council policies and with the goals and objectives of the University.

Standing Principles

Standing administrative policies and procedures, as described in the document entitled *General Budget Policies and Procedures, 1985-86*, will continue to guide the development of the budget. Despite occasional changes in organizational detail, the University of Toronto has consistently endeavoured to establish and follow a comprehensive system for planning evaluation and budgeting. Such a system must depend partly on quantitative analysis and partly on qualitative judgement. However the system is organized, it must be guided consistently by these principles:

1. The University, its Faculties, Schools and Colleges should have and be guided by reasonable plans. Divisional plans are a matter of official record through the Planning and Resources Committee of Governing Council.
2. Plans should be founded on the academic purposes of the University and its Faculties, Schools and Colleges.
3. Academic purposes should take priority over other purposes.
4. The University's budgets — both operating and capital — should be financial translations of institutional and divisional plans and priorities.
5. The effectiveness of the translation of plans and priorities into budget allocations to particular programs, services and activities should be evaluated periodically according to consistent criteria.
6. Budgetary allocations, whether for increases or decreases, should be differential according to plans, priorities and evaluations.

APPENDIX B

March 7, 1985

Mrs. Marnie Paikin
Chairman
Ontario Council on University Affairs
7th Floor
700 Bay Street
Toronto, Ontario
M2H 2T8

Dear Mrs. Paikin:

I am pleased to inform you that the government will make available a maximum of \$1,244,000,000 in operating grants to the universities and related institutions in 1985-86 in response to Advisory Memorandum 84-III. This amount includes the grant-in-aid for the Bar Admission Course of the Law Society of Upper Canada. It represents a 5% increase over the 1984-85 global allocation. The Government's decisions regarding recommendations 84-8 (Equipment and Library Funding) and 84-9 (Capital Assistance) contained in the Advisory Memorandum will be communicated to you as soon as they are finalized.

Formula tuition fee rates for all students in Ontario universities, Ryerson Polytechnical Institute, the Ontario College of Art, and related institutions will increase by 5% in 1985-86. I would ask universities to ensure that institutional tuition fee increases do not exceed 5% over the 1984-85 levels. This policy applies to tuition fee rates for non-exempt visa students as well as domestic students.

As indicated in Dr. Stephenson's response to the council's Advisory memorandum 83-VII, the second stage fee increase to graduate visa students will not be implemented, pending the council's review of the matter in 1987. As in 1984-85, no further use of the 10% discretionary fee provision may be made in 1985-86.

In my letter of February 22, 1985, I indicated that for 1985-86, the formula distribution arrangements currently in place for 1984-85 should be maintained but that the floor provision of a minimum increase in operating grants would be reviewed. I have given this matter serious consideration and have decided that a floor provision in 1985-86 may not be necessary. I believe universities can manage their affairs in the context of their available resources and the continuing decline in inflationary trends.

Following the practice of previous years, I am requesting the council's advice on the matter of distribution. The amount from the total operating support reserved for Ministry budget review is \$4,900,000.

I recognize that the council has devoted much time and effort in developing its advice on funding. The Treasurer has recently indicated that salary and wage settlements in the public sector should be consistent with, and indeed not exceed, those experienced in the private sector, which were slightly above 3%. In this connection, the Government has established a guideline of 3%. I believe the Government has made an appropriate allocation to the universities in light of the current outlook on inflation and its continuing policy of fiscal and economic restraint. I assure you that the council's advice was given very serious consideration and I wish to thank the council for its work.

Yours very truly,

Keith C. Norton
Minister
M.P.P. Kingston and the Islands

Priority for staff not reduced, Pathy tells UTSA

In response to a Forum article published in the March 11 *Bulletin*, Business Affairs Vice-President Alec Pathy has distributed an open letter to the University's principals, deans, directors, and chairmen which asserts that the elimination of the personnel and student affairs vice-presidency and the transfer of the Personnel Department to the administrative umbrella of Business Affairs does not signify a reduced priority for personnel issues.

The letter was sent to UTSA president David Askew, the author of the Forum article. In that article, Askew argued that various developments — including what appeared to be infrequent meetings of the Personnel Policy Board, the Benefits Task Force, and the Pension Plan Task Force, as well as the replacement of a vice-president on the UTSA/University Liaison Committee with an acting director of personnel — could be interpreted as a “de-emphasis on personnel

matters at a time when precisely the opposite is needed.” In his reply, Pathy contends that the elimination of the personnel vice-presidency will not adversely affect the hearing given personnel issues. “Although I concede that the reporting level of the (Personnel) Department is now a level lower . . . I can and do have direct contact with the personnel director on major issues, and through me she will also have access to the president as required.”

Pathy also says the recently hired personnel director has a mandate to bring a “fresh perspective” to the organization of the department and the working relationship of department employees and administrative officers.

With respect to the liaison committee, Pathy says he envisages a “reconstituted” committee, and promises that unresolved policy issues, such as VDT use and release for fiscal reasons, will not be brought forward

for approval before the committee has discussed them. He also says the administration will be tabling a “specific proposal” for consultation on policy issues during the salary and benefit negotiations with UTSA, which began last Tuesday.

“Until then,” Pathy concludes, “I would ask you to suspend judgment and give us a chance to make new proposals work. We will only be able to do it with your understanding and cooperation.”

Prof wins international dental research award

Jane E. Aubin of the Faculty of Dentistry is this year's winner of the oral science research award given by the International Association for Dental Research. The award, valued at \$2,400 and supported by the Procter & Gamble Company, goes to scientists under 36 who have made contributions to research with relevance to oral biology.

Aubin, who describes herself as “basically a cell biologist”, won the award for her study of the various cell types that make up the periodontium, the jaw tissues that support the teeth. It is hoped that a detailed understanding of the regulatory mechanisms of the various cells will make it possible to use growth agents to regenerate specific damaged tissues.

“If, for instance, you are losing bone in the jaw, which happens quite frequently in cases of periodontitis,” said Aubin, “and we knew how to trigger those cells that form bone, and

not everything else, then you could form bone in a very regulated way in that one site.”

While it is possible, Aubin said, given current technology, to stimulate bone growth, it is not clear whether this growth can be “turned on and off” as systematically as would be necessary for clinical application.

Aubin said her research also involves the development of antibodies capable of identifying various cell types. These antibodies should prove useful for diagnosis, she said, and “for the very long term”, therapy.

Aubin, who received her PhD in medical biophysics from U of T in 1977, is a member of the MRC Group in Periodontal Physiology, located in the Medical Sciences Building. The award was presented March 21 at the 63rd general session of the International Association for Dental Research, in Las Vegas.

Royal Society medals awarded

The Royal Society of Canada has given awards to two U of T scholars this year. The Chauveau Medal goes to Professor Emeritus of Spanish Erich von Richthofen for his achievements in Romance philology. Stephen Wallace, one of this year's two Killam fellowship winners (see story below), is the recipient of the society's Rutherford Memorial Medal in Chemistry.

The Chauveau Medal is awarded for distinguished contributions to knowledge in the humanities other than Canadian literature and Canadian history. Professor von Richthofen is well known internationally for his work on the evolution of the epic genre in medieval Europe and his theory of literary syncretism. Born in Silesia in 1913, he studied in several European centres before starting his teaching career at Frankfurt in 1951. He arrived at U of T in 1964, retiring in 1979.

Professor von Richthofen was co-founder of Alberta's Medieval Guild and currently is working on a book in which he discusses the connection

between ancient myth and medieval epics.

Stephen Wallace was born in British Columbia in 1946, joining U of T's Department of Chemistry in 1964. “The scope and impact of Dr. Wallace's contribution to chemical physics places him among the nation's most promising young scientists,” said the society announcement. Cited were his achievements in various laser-assisted methods of molecular analysis. Professor Wallace also works as a consultant to Canadian industry in the fields of laser development, optical engineering and photonics.

In awarding the Rutherford chemistry prize, preference is given to scientists under 40, in recognition of the achievements in youth of turn-of-the-century British scientist Ernest Rutherford.

Both the Rutherford and Chauveau medals, each accompanied by an honorarium of \$1,500, will be presented at an awards ceremony June 4 in Montreal.


Chemists win Killams

The U of T winners of Killam Research Fellowships this year both hail from the Department of Chemistry: Stephen Wallace, for his work on laser-induced ionization of large molecular clusters, and Alexander Harrison, for his work on collisional spectroscopy of gaseous ions.

Killam fellowships are awarded by the Canada Council to support independent studies by Canadian researchers in a wide variety of fields. They provide salary replacement to a maximum of \$53,000. Although yearly reapplication is required, fellowships

are usually granted for two years in succession.

Renewals this year went to chemist Alexander Kresge of Scarborough College for his work on photochemical generation and simple enols, and Bennet Murdock of the Department of Psychology for his study of the theory of distributive associative memory (TODAM). Another renewal winner was Wilfred Smith, a Canadian scholar with a status-only appointment this year in the Department of Religious Studies.



N·E·W·S

university of toronto computing services

Best of Both — Part VI

The **Best of Both** series of articles has been discussing the possibility of configuring a micro environment on a UTCS mainframe.

Summary: If you believed everything in Parts I to V you'd wonder why anyone (after carefully weighing all the factors) would ever want to buy a micro. We seem to have painted a rather gloomy picture. All the reasons for buying a micro are addressed by our proposed “mainframe-micro”. Let's review:

Upfront cost — an annual fee gives you a high speed communications line (on campus); a screen and keyboard; a fixed amount of online storage; and a guaranteed amount of CPU. **Software** — a good selection of the more popular products for statistical and numerical analysis.

But the mainframe-micro gives you more. **Support** — when the manual just isn't enough, call 978-HELP, 978-STAT. **Upgrades** — when the next release of software comes out you don't have to pay for the new version. **Expanded access** — if you want to make a graph you don't have to buy the whole plotter. **Power** — need we say more? **Speed** — ditto.

Conclusion — So why buy a micro? Send your answers to, The Director, UTCS, 255 Huron Street. Watch for the Best of Both coming to a mainframe near you soon!

In general, the courses are “hands-on” so course participants are expected to have a UTCS computer access code appropriate to the course. Most courses have a small course fee to cover materials and administrative costs.

In the coming weeks, the following courses will be offered:

SAS/GRA101 — Introductory SAS/GRAPH. SAS (Statistical Analysis System) is a powerful statistical package with an easy-to-use graphics component. Horizontal and vertical bar charts, pie charts, contour maps, line graphs and detailed maps of Canada and the USA can be produced with a few simple statements. Output can be on the GOULD electrostatic plotter or the Calcomp 1051, 4 colour pen plotter. A prior knowledge of SAS is required.
April 18, 2:00 - 5:00 pm (fee — \$10)

TXT/UNIX103 — NROFF and TROFF on GP UNIX. This hands-on course will teach participants how to use the GP UNIX editor (ed) and the powerful formatting text programs NROFF (for line and low speed hardcopy printers) and TROFF (phototypesetters). No previous knowledge of UNIX is assumed.
April 15-16, 9:30-11:30 am (fee — \$10)

TXT/UNIX203 — TBL Program on GP UNIX. The TBL program is a powerful formatter used to prepare tabular material on a variety of output devices (primarily the CAT/8 phototypesetter). A previous knowledge of a UNIX editor and NROFF/TROFF is required.
April 29-30, 9:30-11:30 am (fee — \$10)

For additional information on these and other courses, and course registration, contact Irene Rosiecki, 978-4565.

Communications and Computer Systems Consulting	978-4967
General Advising	978-HELP
Statistical Advising	978-STAT
Marketing	978-6875
Micro Support	978-8701

Encyclopedia draws subjects, experts from U of T

About 150 members of the U of T faculty and staff are among the 2,500 contributors to *The Canadian Encyclopedia*, the three-volume documentation of Canadian history to be published this fall by Hurtig Publishers of Edmonton.

Several U of T professors, past and present, have biographical entries in the encyclopedia: J.M.S. Careless (University Professor Emeritus, history), C.C. Gotlieb (computer science), Frances Halpenny (library science), Kenneth Hare (University Professor, environmental studies), Helen Hogg (astronomy), J.W. Holmes (political science), Dr. Keith Moore (anatomy), Arthur Porter (industrial

engineering), Dr. Robert Salter (University Professor, orthopaedic surgery), C.P. Stacey (University Professor Emeritus, history), Boris Stoicheff (University Professor, physics) and Blanche Van Ginkel (architecture).

U of T professors asked to write entries defining their fields include M.T. Clandinin (diet and nutrition), Diane Cox (genetic diseases), Leonard Doucette (French-language theatre), Murray Fallis (parasitology), Gotlieb (computer science), Halpenny (biography), Hare (climate change), David Hayne (poetry in French), Gaynor Jones (opera), W.J. Keith (English literary periodicals), Bruce

Kidd (track and field), Malcolm Levin (alternative education), Victor Marshall (gerontology), Desmond Morton (World War I), R.E. Munn (air pollution), Richard Peltier (physics), Ellen Regan (early childhood education), J.C. Ritchie (palynology), Henry Ross (iron and steel industry), Abraham Rotstein (economic nationalism), O.J.C. Runnalls (energy), Paul Rutherford (radio and TV programming), Ronald Sawatsky (evangelical and fundamentalist movements), Ben Schlesinger (child abuse), Clifford Shearing (law enforcement), Edward Sheffield (higher education), Peter Slater (religion), Stacey (external relations and World

War II), H.H. Stern (second-language education), Stoicheff (physics in Canada), Lorne Tepperman (social mobility), James Toguri (metallurgy), Stephen Waddams (law), Mel Watkins (economy and foreign ownership), Harry Welsh (physics), Derek York (geological dating) and Jacob Ziegel (commercial and consumer law).

After publication, the encyclopedia will cost \$175. The pre-publication price of \$125 is available to anyone placing an advance order at the Bookroom.



ELECTION PROCLAMATION

Of which all persons are asked to take notice and to govern themselves accordingly. In obedience to Her Majesty's writs of election, directed by me to the Returning Officer in each electoral district, for the purpose of electing persons to represent the voters in the Legislative Assembly of Ontario, public notice is hereby given of the following in each electoral district.

REVISION

Eligible electors (voters), missed during the current enumeration, who wish to have their names added to the preliminary voters' list, must contact their Returning Officer and

ask about the procedure before the list is finalized.

The Phone Number of the Returning Officer for your Electoral District is available from Directory Assistance.

THE OFFICIAL NOMINATION OF CANDIDATES CLOSES

in the Returning Office of each Electoral District

Thursday, April 18th, 2 p.m.



ADVANCE POLLS

**THURSDAY, SATURDAY, MONDAY,
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ELECTION DAY

THURSDAY, MAY 2nd, 1985

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KEEPING YOU INFORMED

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International organization of scientists encourages specialists to be generalists

by Arthur Kaptainis

The saying is almost a cliché: scientists these days know more and more about less and less; soon they will know everything about nothing.

That defines precisely the phenomenon the 99-year-old scientific society Sigma Xi — which is decidedly not to be confused with the fraternity, Sigma Chi — is waging war with. And it is precisely that kind of scientist that Kenneth Hare, provost of Trinity College and president of the society for 1986-87, has spent his career endeavouring not to be.

The first chapter of Sigma Xi (pronounced "zye") appeared at Cornell University in 1886. Since then it has flowered into a society of more than 500 chapters, mostly at North American universities and colleges but also at government laboratories, research centres and campuses overseas.

The U of T chapter, currently headed by chemical engineer Morris Wayman, got a relatively late start — it was installed in November 1983. There are 125 members, but Wayman suspects there are lurking about at least an equal number of faculty who joined Sigma Xi at other universities and have not yet "come out of the closet" to pay their local dues.

One can almost understand the absence of a stampede. Sigma Xi is not a flamboyant organization. "In a sense, it is a fraternity," Hare said recently in his Trinity College office, "but a fraternity without a fraternity house. It is very spartan and pure in thinking, and has never gone the way that many of the medical societies have, which often, on the big campuses, have had their own clubhouses and so forth."

It is active, however. Last year the Toronto chapter sponsored a lecture series. This year, the emphasis is shifting to study groups and committees. Former U of T vice-president, physicist Don Ivey is joining Ontario government science adviser Martin Walmsley in looking at the teaching of mathematics and science in high school, while former president James Ham is in charge of a committee studying the social impact of science and technology. Another former president, David Strangway, is looking into the sensitive subject of honour in the scientific community. Recently, current President George Connell spoke to U of T members about the problems and prospects of university research.

"These are issues which we think have a broad application," commented Wayman.

They also happen to be issues which tally comfortably with Sigma Xi's three stated goals: to advance scientific research, to encourage companionship among all scientists, and to assist the wider understanding of science.

Talking to Wayman and Hare — the chapter president and the future president of the entire organization — one senses that the second aim, to encourage companionship, is fundamental. Further evidence comes in the form of *American Scientist*, the society's magazine, which carries cross-fertilizing sorts of articles, written by chemists to be understood by astronomers, or by mathematicians to be understood by physicians. It has a wide selection of book reviews and a lively letters page, where debates on transdisciplinary issues (at the moment, plagiarism and honour) are inevitably in progress.

To a degree, this stress on the kinship of all scientists rises from a sense of nostalgia for the days when the totality of science was not so dauntingly out of reach. Today, science tends to force specialization, though it doesn't always succeed. "The renaissance man did not end with the renaissance," insisted Hare, to which Wayman later added: "The modern Darwins and Huxleys belong to Sigma Xi."

From Hare and Wayman's conversation, it is clear that their fierce curiosity about all aspects of nature has never waned. They still burn with a desire to know what they are not expected to know.

Hare is world renowned in the field of climatology, a discipline that by its nature demands knowledge of many sciences and touches on many social issues. He currently chairs a federally-contracted commission on lead in the environment. Wayman is a chemist and professional engineer who has, among other pursuits, conducted research on the capacity of lignin to prevent gallstones and written a book about the future of Canadian economics.

A scientist need not demonstrate this range to join Sigma Xi: the requirements are those of a specialist: significant publications in scholarly journals. (This, partly, is what distinguishes Sigma Xi from the American Association for the Advancement of Science, which is open to amateur enthusiasts.) However, higher office in Sigma Xi, Hare said, is "much more likely to go to those who display the capacity to generalize".

Romantic adherence to the image of the versatile Victorian naturalist? Simple intellectual pride? Perhaps, in different degrees with different persons. But the crucial inspiration of this emphasis is an instinct that, as Hare put it, "you must have some sense of what the totality of science means if you are to be effective in using science as social medicine."

"You can't hold society together, you can't contribute meaningfully to public affairs, and you can't have any fun, if you don't have the capacity of a generalist."

Because the insights of such scientists will be lost on a general population antagonistic to science, Sigma Xi has taken an interest in high school science education, establishing advisory committees for school boards

and granting awards for excellence in high school science teaching.

"The relationship between science and society is a complex one," said Wayman, who had earlier cited a comparison made by U of T metallurgist Ursula Franklin of today's scientific community to the mystery-enshrouded church of the middle ages. "It's not that great scientific principles arise independent of the social matrix they are imbedded in. The most brilliant ideas can be ignored for thousands of years, and have been, if the society around them can't make sense of them."

Sigma Xi's service to its own constituency also emphasises recruitment and development at the lower levels. Full memberships are the preserve of the published elite, but associate memberships typically go to science students the instant they have completed their first graduate degree. There is also a grant-in-aid program that distributes a total of \$300,000 yearly to young scientists at the beginning of their research careers. The grants are small — \$250 on average — but have often proved decisive in the continuance of a financially strained research effort. Former winners have also spoken fondly of the psychological boost that comes with being recognized by established figures from the scientific community.

Few such figures are as thoroughly established as Hare, who was recommended by a nine-member nominating committee in March 1984, and elected by Sigma Xi's assembly of delegates in Chicago last October. Hare reasons that the society's desire to project an international image is what led to the selection of him, a Canadian; sources within the organization cite his excellence as a researcher and leader in developing science policy.

Already retired from teaching, Hare will leave the provost's office in the summer of 1986. He will remain in Toronto, although ceremonial and statutory events, such as general meetings and the installation of new chapters, will often take him abroad, as will his membership on various Sigma Xi committees. (He is currently chairman of the committee overseeing investments and the management of grant-in-aid funds.) Sigma Xi is not a lobby, he says, and the reports generated by the society's study groups would never be thrust heavily at bureaucrats and politicians. Nevertheless, it is in many respects "the voice of science", with a duty to advocate the concerns of science as a whole.

Policing the activities of individual scientists, however, is something the future president regards as beyond his mandate, not to mention alien to his personal philosophy. "I think this organization will be confronted from time to time with the need to express a cooperative view on certain issues that are fundamental to the future of science. I think it would do this with the greatest reluctance if it were seen as restricting the freedom of the individual scientist to use his or her conscience."

"I define a Protestant as a person whose conscience takes priority over theology. Scientists are all Protestants. They really listen to the authority of the still small voice within them before they listen to any damned organization like Sigma Xi. So Sigma Xi would be foolish to try to legislate the morality of science, because in the end this isn't required."

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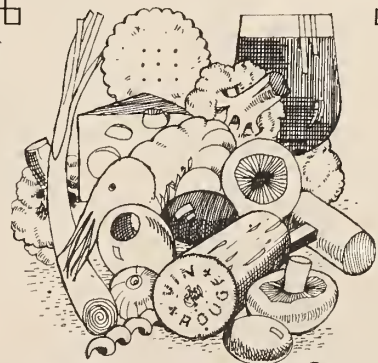
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Events

Lectures

Religion and Nationalism: Israel and Ireland.
Monday, April 8
Conor Cruise O'Brien, Dartmouth College. Convocation Hall. 8 p.m.
General admission \$5.

Urban Renovation of Historic Towns in The Netherlands.
Tuesday, April 9
Prof. Margot van den Berg-Mey, Zandvoort Urban & Regional Planning Consultants, The Netherlands. 622 Sidney Smith Hall. 4 p.m.
(Architecture, Geography and SGS Faculty/Student Relations Fund)

Canadian Perspectives.
Wednesdays, April 10, 17 and 24 and May 1 and 8
Series of five lectures for senior citizens on Canadian politics and defence, Shakespeare and *Star Wars*, Arctic agriculture and resources from space. Council Chamber, South Building, Erindale College. 10 a.m.
Registration fee \$15.
Information and registration: 828-5214.

Canada's Confederation Theatre: the 50 Years from 1850 to 1900.
Thursday, April 11
David Gardner, University College. Upper Library, Massey College. 4.10 p.m.
(Graduate Centre for the Study of Drama)

Colloquia

Globular Clusters and Galaxy Formation.
Wednesday, April 10
Sidney van den Bergh, Dominion Astrophysical Observatory, Victoria. 137 McLennan Physical Laboratories. 3.10 p.m.
(Astronomy)

Metal Cluster Beams: Chemical Reactivity as a Function of Cluster Size.
Thursday, April 11
A. Kaldor, Exxon Research and Engineering, Annandale, N.J. 428 Lash Miller Chemical Laboratories. 1 p.m.

Keys to China's Traditional Performing Arts.
Prof. Kate Stevens, Department of East Asian Studies; second and third in series of four. 10 a.m. to 12 noon.

Music of the Peking Opera — A Hands-on Approach.
Saturday, April 13
14-228 Robarts Library.

Putting It All Together: Looking at a Complete Performance.
Saturday, April 20
Alice Moulton Room, Sigmund Samuel Library.

Understanding Cancer: The Impact of New Technology.
Saturday, April 13
Dr. M.A. Baker, Department of Medicine; Ontario Science Centre spring lecture series on medical technology. Ontario Science Centre. 2 p.m.
(Medicine)

The Security Policy of Northern Europe.
Monday, April 15
Anders Thunborg, Minister of Defence, Sweden. Board Room, Trinity College. 10 a.m.
(International Relations Committee and European Studies Committee, CIS)

Thermodynamics and Kinetics for Reaction of Carbocations with Carbanions.
Friday, April 12
Prof. E.M. Arnett, Duke University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

The Transmission of Polar Effects.
Monday, April 15
Prof. Keith Bowden., University of Essex. 428 Lash Miller Chemical Laboratories. 3.30 p.m.

The Crace Firm: Mainstream Interior Design in Victorian Britain.
Monday, April 15
Megan Aldrich, Department of Fine Art. 179 University College. 8 p.m.
Admission \$1.
(English and William Morris Society)

Respecting the Law and Our Democratic Institutions.
Monday, April 15
Madam Justice Bertha Wilson, Supreme Court of Canada; fifth R.W.B. Jackson lecture. Auditorium, Ontario Institute for Studies in Education. 8 p.m.

King Solomon's Gold: Biblical Records in the Light of Antiquity.
Wednesday, April 17
Prof. Alan R. Millard, University of Liverpool. 3154 Medical Sciences Building 8 p.m.
(Society for Mesopotamian Studies)

Family Supports in Long-Term Care.
Thursday, April 18
Prof. Donald Spence, University of Rhode Island; fourth annual Wilson Abernethy distinguished lecture. Auditorium, Clarke Institute of Psychiatry. 8 p.m.
(Gerontology)

Microbe Targeted Antibody Dependent Cell-Mediated Cytotoxicity as an Etiologic Factor in Periodontal Disease.
Friday, April 19
Dr. Dennis E. Lopatin, University of Michigan. Room 360, Faculty of Dentistry. 12 noon.

Deafness — A Bionic Solution.
Saturday, April 20
Drs. S.M. Abel, Institute of Medical Science, and Hans Kunov, Institute of Bio-medical Engineering; Ontario Science Centre spring lecture series on medical technology. Ontario Science Centre. 2 p.m.
(Medicine)

Seminars

Analysis of Immunologic Insulin Resistance.
Monday, April 8
Dr. T.L. Delovitch, Banting & Best Department of Medical Research. Lecture theatre, basement level, McMaster Building, Hospital for Sick Children, 180 Elizabeth St. 5 p.m.
(Banting & Best Diabetes Centre)

Ukrainians in Ontario in the Context of Ukrainian-Canadian History.
Monday, April 8
Jars Balan, Edmonton. St. Vladimir Institute, 620 Spadina Ave. 7.30 p.m.
(Journal of Ukrainian Studies)

Hepatic Uptake Processes I.
Wednesday, April 10
Dr. Carl A. Goresky, McGill University; MRC visiting professor. 202 McLennan Physical Laboratories. 9 a.m.
(Pharmacy)

Legal Theory Workshop Series.

Judges as Mediators.
Wednesday, April 10
Prof. Mark Galanter, Wisconsin Law School.

Work Democracy.
Friday, April 19
Prof. Karl Klare, Northeastern Law School. Solarium, Falconer Hall. 1.10 to 2.45 p.m.
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

Hepatic Uptake Processes II.
Thursday, April 11
Dr. Carl A. Goresky, McGill University; MRC visiting professor. Auditorium, Addiction Research Foundation. 10 a.m.
(Pharmacy)

Electromicturition in Paraplegia.
Thursday, April 11
Prof. Andrew Tallala, McMaster University. 412 Rosebrugh Building. 1 p.m.
(Biomedical Engineering)

Transcapillary Exchange in the Heart with an Examination of Norepinephrine Secretion.
Friday, April 12
Dr. Carl A. Goresky, McGill University; MRC visiting professor. Auditorium, Addiction Research Foundation. 9.30 a.m.
(Pharmacy)

New Religious Movements in Tribal Societies: North America.
Friday, April 12
Carl Starkloff, Regis College. Board Room, Toronto School of Theology, 47 Queen's Park Cresc. E. 3.15 p.m.
(TST)

Plant Molecular Evolution.
Friday, April 12
Prof. M.T. Clegg, University of California, Riverside. Room 7, Botany Building. 3.30 p.m.

Learning and Memory Changes with Age: A Physiological Perspective.
Monday, April 15
Prof. Gordon Winocur, Program in Gerontology. 5227 Medical Sciences Building. 4 p.m.

Seminars on Renovation.

Plans, Specifications.
Tuesday, April 16
Slide show.

Meet the Building Officials.
Thursday, April 18
Third and fourth in series of six seminars on renovation. Auditorium, Medical Sciences Building. 6.30 p.m.
Admission \$5.
Information: 978-5038.
(Architecture and Renovators' Council, Toronto Homebuilders' Association)

Law and Economics Workshop Series.

The Effect of Product Recalls.
Wednesday, April 17
Prof. Sam Peltzman, University of Chicago. Solarium, Falconer Hall. 12 noon to 1.45 p.m.
Copy of paper in advance \$3 (includes lunch) from Verna Percival, Faculty of Law, 978-6767.

Haiku in Canada.
Thursday, April 18
Eric Amann and George Swede, haiku poets, Toronto. Meeting Room, Hart House. 4 to 6 p.m.
(East Asian Studies)

Ethylene and Plant Growth.
Friday, April 19
Prof. David J. Reid, University of Calgary. Room 7, Botany Building. 3.30 p.m.

Semiotics and the Computer: Some Practical and Theoretical Problems Raised by the Use of Computers in Semiotic Applications.
Saturday, April 20
Prof. Elaine Nardocchio, McMaster University. 205 Northrop Frye Hall, Victoria College. 10.30 a.m.
(Toronto Semiotic Circle)

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Events taking place April 22 to May 6: Monday, April 8 at 5 p.m.

Events taking place May 6 to May 21, Monday, April 22 at 5 p.m.

Governing Council & Committees

Admissions, Curriculum & Standards Subcommittee.
Wednesday, April 10
Council Chamber, Simcoe Hall. 4 p.m.

Academic Affairs Committee.
Thursday, April 11
Council Chamber, Simcoe Hall. 4 p.m.

Planning & Resources Committee.
Monday, April 15
Council Chamber, Simcoe Hall. 4 p.m.

Committee on Campus & Community Affairs.
Tuesday, April 16
Council Chamber, Simcoe Hall. 4 p.m.

Business Affairs Committee.
Wednesday, April 17
Council Chamber, Simcoe Hall. 4 p.m.

Research & Academic Services Subcommittee.
Wednesday, April 17
Board Room, Simcoe Hall. 4 p.m.

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Events

Meetings & Conferences

Culture and Destiny.

Monday, April 8
The Origins of Poetry: Ancient Greece and Medieval Ireland, Maire Cruise O'Brien, poet. 2.30 p.m.
Culture and Nationhood: 1916, The Irish Language, and the Making of the Irish State, Prof. Brian O Cuiv, Dublin Institute for Advanced Studies. 4 p.m.
Religion and Nationalism: Israel and Ireland, Conor Cruise O'Brien, Dartmouth College. Convocation Hall. 8 p.m. General admission \$5.

Tuesday, April 9
Culture Technology and Destiny, Prof. Derrick de Kerckhove, McLuhan Program in Culture & Technology. 4 p.m.
Maire Cruise O'Brien reading her own poems. York Quay Centre, Harbourfront. 8.30 p.m.

Wednesday, April 10
Magic of the Celts: The Rose and the Cross, Easter celebration in poetry, story and song, with Treasa O'Driscoll. 8 p.m.
Easter program, Celtic Interface '85. Alumni Hall, St. Michael's College, 121 St. Joseph St.
Registration fee \$25, members of Celtic Arts Association \$20; limited number of student passes \$10.
Information: Celtic Arts, 81 St. Mary St., 926-7145.

Nursing Research: Science for Quality Care.

Tuesday, April 9 to Thursday, April 11
10th national research conference; 54 papers by Canadian nursing researchers on topics including quality of nursing care, pain, aging, chronic illness, stress and coping, parenting. Sheraton Centre.
Registration fee \$275 for conference, students \$50 per day.
Information and program: Prof. Hattie Shea, Faculty of Nursing, 978-8559.

Air Quality.

Wednesday, April 10
Dr. John Sullivan, University of Western Ontario; UTSA lunchtime information session. 4-049 Roberts Library. 12.15 to 1.45 p.m.
Information: 978-8844. (UTSA, UTFA and CUPE Local 1230)

Waging Peace in the Nuclear Age: A Family and Community Affair.

Friday, April 12
A Prescription for International Peace and Security in the Nuclear Age, Dr.

Bernard Lown, Harvard University; keynote address. Royal York Hotel. Reception and dinner. 6 p.m.
Tickets \$30, students \$20; tickets limited.
Saturday, April 13
Convocation Hall. 9 a.m. to 4.30 p.m.
Family registration first person \$20, second \$15.; student \$15, with family \$10.
Information: Dr. Ed Crispin, 534 Banting Institute, 593-6828. (Faculty of Medicine, McMaster University and Physicians for Social Responsibility)

The Environmental Cuts and You.

Tuesday, April 16
Cuts to Toxicological Programs, Prof. Donald Chant, Department of Zoology.
Cuts to Wildlife and Parks Programs, Mike Singleton, Federation of Ontario Naturalists.
Cuts to National Research Council Programs, Prof. Tom Hutchinson, Department of Botany.
The Environment and the Economy, Peter Victor, Victor and Burrell, Research and Counselling.
Presentations followed by public discussion.
Auditorium, Ontario Institute for Studies in Education. 8 p.m.
(Pollution Probe, Canadian Environmental Law Association, Canadian Wildlife Federation, Conservation Council of Ontario, National Parks Association of Canada, Ontario Federation of Labour and Sierra Club of Ontario)

Donation of Cultural Property to Institutions.

Tuesday, April 16
Panel discussion with experts from antiquarian book business and accountancy firm; meeting, Friends of Thomas Fisher Rare Book Library. Fisher Library. 8 p.m.

CUSO Public Information Meeting.

Wednesday, April 17
Overseas opportunities for skilled adults of all ages interested in becoming involved in self-help projects in Asia, Africa, the Caribbean, Latin America and the South Pacific. International Student Centre. 7.30 p.m.
Information: 978-4022.

American Society for 18th Century Studies.

Thursday, April 18
Plenary session I, Profs. Roland Mortier, Université libre de Bruxelles, and Howard D. Weinbrot, University of Wisconsin. 10.45 a.m.

Tour of Osborne Collection of Early Children's Books. Boy's and Girl's House, 40 St. George St. 12 noon.
Seminars. 1.30 to 4.45 p.m.
Plenary session II, George Clarke, Stowe School. 5 to 6 p.m.
Women Baroque Composers, Prof. Gaynor Jones, Faculty of Music, lecture demonstration. George Ignatieff Theatre. 8.30 p.m.
Tickets \$3, \$5 to non-conference members.

Friday, April 19
Seminars. 9 to 10.15 a.m.
Plenary session III, Profs. Margaret A. Doody, Princeton University, and Jay Macpherson, Department of English. 10.45 a.m. to 12 noon.
Seminars 1.30 to 3 p.m.
Plenary session IV, Profs. Michel Baridon, Université de Dijon, and Domokos Kosary, Institute d'Etudes historiques, Budapest. 3.30 to 4.45 p.m.
Venice Preserv'd, Trinity College Dramatic Society reading. George Ignatieff Theatre. 8.30 p.m.

Saturday, April 20
Seminars. 9 to 10.15 a.m.
Plenary session V, Profs. F. Kenneth Hare, Trinity College, and Walter Moser, Université de Montréal. 10.45 a.m. to 12 noon.
Seminars. 1.30 to 5 p.m.
Concert, Tafelmusik. Seeley Hall. 8.30 p.m. Tickets \$8, non-conference members \$10.

Sunday, April 21
Seminars. 9 to 10.15 a.m.
Plenary session VI, Women in the 18th Century, Profs. Harriet Applewhite, South Connecticut State University; Naomi Griffiths, Carleton University; Darline Gay Levy, New York University; Ruth Perry, Massachusetts Institute of Technology; and Barbara Brandon Schnorrenberg, Birmingham, Alabama.

Annual meeting of society at Trinity College. All plenary sessions in George Ignatieff Theatre. Members of University community invited to plenary sessions and cultural events without registration; tickets for lecture-demonstration April 18 and concert April 20 available from Office of Convocation, Trinity College, 978-2651. Registration fee conference \$40, students and emeriti \$25.

Information and registration: Department of English, 978-5026. (U of T, Trinity College, McMaster University, York University, Ministry of Intergovernmental Affairs and SSHRC)

Drug Awareness for Educators.

Friday, April 19 and Saturday, April 20
Continuing education workshop for teachers, counsellors, police and education administrators. Clarke Institute of Psychiatry. Registration fee \$95.
Information: Evon Essue, 979-6814. (Clarke Institute of Psychiatry, Addiction Research Foundation and Parents against Drugs Workshops)

Films

24 Stunden im Leben Einer Frau.

Wednesday, April 10
English subtitles. 179 University College. 7.30 p.m.
Admission \$2.
(Germanic Languages & Literatures and Ontario Goethe Society)

Operation Finger Pinky. and

All of Our Lives.
Wednesday, April 17
179 University College. 12.15 p.m.
(UTSA)

Concerts

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Thursday Afternoon Series.
Thursday, April 11
Student chamber music recital. Walter Hall. 2.10 p.m.

Beethoven Sonata Series.
Sundays, April 14, 21 and 28
Lorand Fenyves, violin, and Patricia Parr, piano. Walter Hall. 3 p.m.
Series tickets \$25, students and senior citizens \$15; singles \$10, students and senior citizens \$6.

Information on all concerts at the Edward Johnson Building available from the box office, 978-3744.

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Twilight Series.
Thursday, April 11
Bassano Consort, baroque flutes and recorders. Concert Hall. 5.15 p.m.
Tickets \$2, students and senior citizens \$1.

Eric Zivian, Piano.
Saturday, April 13
Benefit concert in aid of scholarship program. Concert hall. 8 p.m.
Tickets \$5, students and senior citizens \$3; donations over \$10 for Conservatory Endowment Fund will receive receipt for income tax purposes.

Art Gallery Series.
Sunday, April 14
York Winds. Walker Court, Art Gallery of Ontario. 3 p.m.
(Northern Telecom)

Noon Hour Series.
Wednesday, April 17
Tanya Tkachenko, piano. Concert Hall. 12.15 p.m.

Information on all Conservatory concerts available from publicity office, 978-3771.

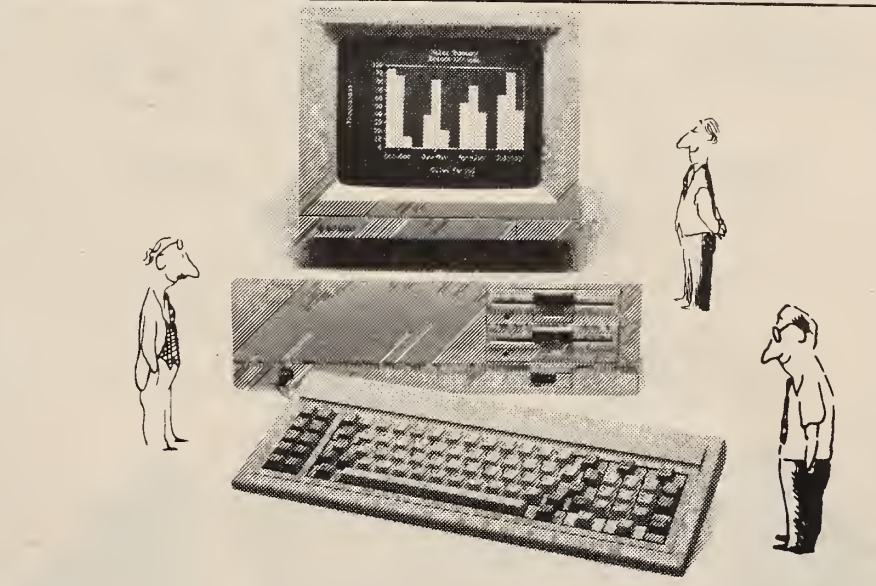
SCARBOROUGH COLLEGE.

Scarborough College Chorus.
Sunday, April 14
Meeting Place. 3 p.m.

Two Baroque Concerts

Women Composers of the Baroque Period.
Thursday, April 18
Prof. Gaynor Jones, Faculty of Music, lecture-recital. George Ignatieff Theatre, Trinity College. 8.30 p.m.
Tickets \$5.

Bach, Handel and Scarlatti.
Saturday, April 20
Tafelmusik baroque orchestra. Seeley Hall, Trinity College. 8.30 p.m.
Tickets \$10.
Concerts in conjunction with annual meeting of American Society for 18th Century Studies
Information and tickets: Office of Convocation, Trinity College, 978-2651.



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Events

Plays, Readings & Operas

5 Successful Poets.

Monday, April 8
Joint reading by Mary di Michele, Lyn King, Rachael Boles, Carla Hartsfield and Elizabeth Jones. Faculty Lounge, Scarborough College. 4 p.m.

Magic of the Celts: The Secret Rose.

April 9 to 13
Trea O'Driscoll and Stephen Scotti. Theatre, Alumni Hall, St. Michael's College, 121 St. Joseph St. Tuesday-Saturday 8.30 p.m.; Sunday 2.30 p.m. Tickets \$8, students and senior citizens \$5. Information and reservations: 926-7135. (Celtic Arts)

Opera Excerpts.

April 11, 15, 17 and 21
Fully staged and costumed scenes, with piano accompaniment, from Puccini (*Turandot* and *La Bohème*), Berlioz (*Beatrice et Benedict*), Bellini (*I Capuleti e I Montecchi*), Cilea (*Adriana Lecouvreur*), Gounod (*Faust*), Saint-Saëns (*Samson et Dalila*), Rossini (*Barber of Seville*), Donizetti (*Lucia di Lammermoor*), Mozart (*Così fan Tutte*), Offenbach (*Tales of Hoffman* and *Orpheus in the Underworld*), and Janáček (*Katya Kabanova*). MacMillan Theatre, Edward Johnson Building. 8 p.m. Tickets \$3. Information: 978-3744.

Quiller.

April 11 to 13
By Michael Cook; Scarborough College Drama Club production. TV Studio One, Scarborough College. 8 p.m. Information and reservations: 284-3126.

GLEN MORRIS STUDIO THEATRE

Murder in the Cathedral.

April 16 to 21
By T.S. Eliot; last in Graduate Centre for the Study of Drama 1984-85 studio season. Tuesday-Saturday 8 p.m., Sunday 2 p.m. Tickets \$3, students and senior citizens \$2. Information and reservations: 11 a.m. to 5 p.m., Monday-Friday: 978-8668; performance box office 6 to 8 p.m., Sunday matinee 1 to 2 p.m.: 978-8705.

Miscellany

U of T Women's Association.

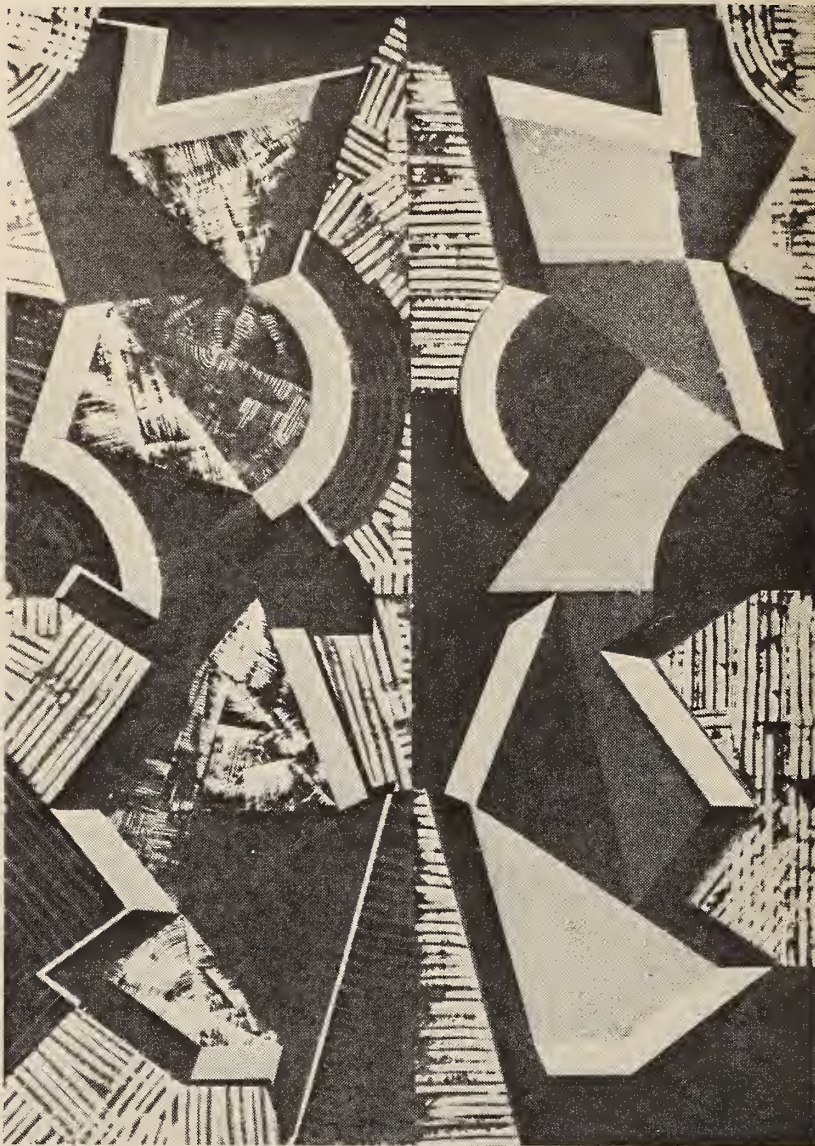
Sunday, April 12
Reception followed by opera excerpts at Faculty of Music. Open to faculty and their families and friends. MacMillan Theatre, Edward Johnson Building. Reception

6.30 p.m., performance 8 p.m. Tickets \$5, available at UTWA gift shop, Simcoe Hall. Information: Pat Francombe, 366-2038.

Astronomy Day.

Friday, April 26
Films, talk and "ask an astronomer" question period to celebrate International Astronomy Day, followed by viewing (weather permitting) of moon, planets and stars. 2082 South Building, Erindale College. 7.30 p.m., viewing 9.30 p.m.

Exhibitions



Current transfusion 1984, by Yvonne Lammerich, at Erindale College.

Scarborough College.

To April 19
Recent work by graduating fine art studio specialists. *April 23 to May 30*
Sixth annual juried student show. Gallery hours: Monday - Thursday, 9 a.m. to 7 p.m., Friday 9 a.m. to 5 p.m., Sunday 2 to 5 p.m.

Thomas Fisher Rare Book Library.

To April 24
Thomas Reid and Scottish Enlightenment, to celebrate 200th anniversary of publication of Thomas Reid's *Essays on the Intellectual Powers of Man*. Hours: Monday-Friday, 9 a.m. to 5 p.m.

Robarts Library.

To April 30
100 Years: Women at U of T. In celebration of admission of women to U of T. Main display area.

Justina M. Barnicke Gallery Hart House.

To May 9
K.M. Graham, works on canvas and paper. Hours: Tuesday-Saturday, 11 a.m. to 6 p.m.

Erindale College.

To April 20
1984 Poetic Reflections, Currents 1985, works by Yvonne Lammerich. Gallery hours: 11 a.m. to 7 p.m. except Thursdays to 9 p.m.

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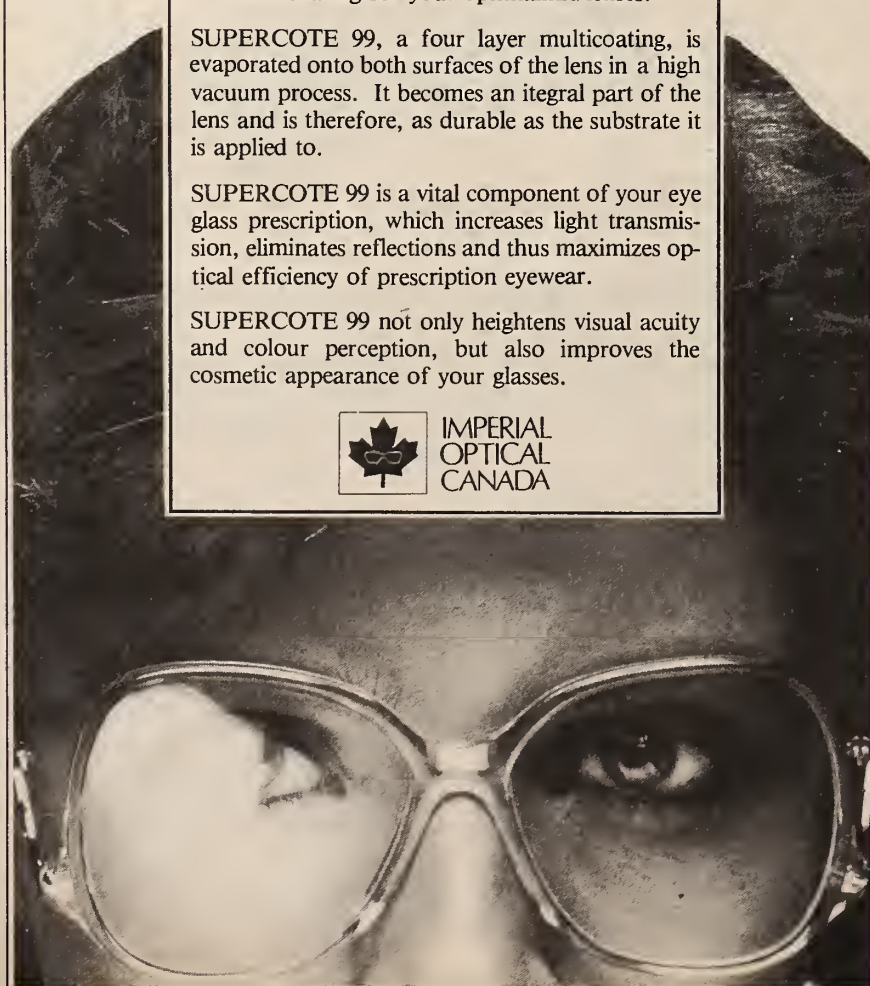
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NOTICE OF ELECTIONS The School of Graduate Studies Council Graduate Students — Division II

Ballots have been forwarded to the following departments for distribution to students to vote for **THREE (3)** seats in Division II on the Council of the School of Graduate Studies.

Anthropology, Criminology, Economics, Geography (including Planning), Industrial Relations, International Studies, Law, Library & Information Science, Political Science, Social Work, and Sociology.

For the two largest departments, *Education* and *Management Studies*, because of the high costs of mailing, voting will be by polled vote. Polling stations will be located as follows:

Education

Location: 252 Bloor Street West, 5th floor, lounge adjacent to the cafeteria
Date: April 11, 1985
Time: 10:00 a.m. - 4:30 p.m.

Management Studies

Location: 246 Bloor Street West, lobby in main entrance
Date: April 11, 1985
Time: 10:00 a.m. - 4:30 p.m.
NOTE: FOR 1st YEAR MBA STUDENTS
Please vote at the Faculty of Management Studies as FMS electoral lists are there.

Elections will close at: 4:30 p.m., April 11, 1985

There were insufficient nominations in Divisions I, III and IV for an election to be held. Consequently there will be By-elections for students in these divisions in Fall 1985.

Any student who does not receive a ballot through the departments noted above or who cannot vote on the date set for Education and the Faculty of Management Studies, may obtain a ballot at the School of Graduate Studies, Room 104, 65 St. George Street.

Letters

Certification would not be acceptable to sizeable group of faculty members

Professor Michael Finlayson's assertions that "sooner or later the faculty association will certify, but not next year", and that "the move towards certification was halted last December but not, I would judge, permanently stopped" (*Bulletin*, March 25) are scary, to say the least. He is also quoted as saying that "there is a sizeable group of faculty members who believe we should certify and a sizeable group who believe we shouldn't until all other options are explored". Well, Professor Finlayson, there is a third sizeable group who believe that certification is entirely inappropriate for the faculty at the University of Toronto. They are people who get on with their work, and who love the freedoms



which a great university offers. Who think that we all stand to gain, academically as well as financially with less, rather than more collectivism. We have learned (John Furedy's

letter to the *Bulletin*, Feb. 11) that UTFA has a plan to introduce the constitutional changes necessary for a certification drive "as a matter of housekeeping" and with a minimum of alarm. Obviously, the previous administration of UTFA was concerned about an open debate about the matter of unionism. Let me assure Professor Finlayson (to use his own words) that unless he and his new administration show great sensitivity to an honest discussion *before* the amendments are proposed, the anti-union sentiment will certainly grow.

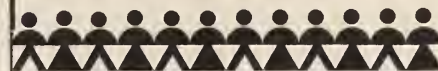
Hans Kunov
Institute of Biomedical Engineering

A colleague of mine named 'Sue'
Had a workload that just grew and grew
Typing and filing
Kept piling and piling
She was smart - she called the TPS crew!

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Silence in Shcharansky case belies claim of neutrality

Anatoly Shcharansky is a Soviet citizen convicted in his country of supplying state secrets to United States diplomats and intelligence agents, such as *Los Angeles Times* correspondent Robert Toth. But was he in reality the victim of political or ethnic persecution?

At any rate, the July 24, 1978 *Newsweek* quoted "one US official" as

admitting, "What Shcharansky did, in effect, was give Toth a list of secret defense plants". The same article went on to quote Toth telling of his commendation by the head of the Pentagon's Defense Intelligence Agency for his "good work". Silence about this side of the Shcharansky case casts doubt on U of T mathematics professor emeritus Israel Halperin's claim

(published in the March 11, 1985 *Bulletin*) that his campaign on Shcharansky's behalf is "free from all political bias".

On the score of political bias, it is plain that Amnesty International, for instance, before adopting Anatoly Shcharansky as one of its "prisoners of conscience", ought to have scrutinized his case with the same rigour that presumably led to its adamant refusal to come to the defence of the black communist philosophy professor Angela Davis when she was the victim of a trumped-up murder charge in Ronald Reagan's California.

One would have hoped that winning the Nobel Peace Prize might encourage an attitude of caution towards the taking of any actions liable to generate additional propaganda for the current new Cold War, which gravely threatens us all.

Daniel Goldstick
Department of Philosophy

Search committee for chairman of psychiatry

A search committee has been established to recommend a professor and chairman of the Department of Psychiatry.

The membership of the committee is: Dr. E.M. Sellers (*chairman*), associate dean, academic affairs, Faculty of Medicine; H.T. McCurdy (*vice-chairman*), board of trustees, Clarke Institute; Dr. W.G. Tatton, associate dean, neuroscience development, Faculty of Medicine; Dr. G.N. Burrow, Department of Medicine; Dr. Harold Kalant, Department of Pharmacology, Addiction Research Foundation; Dr. S.J. Freeman, Department of Psychiatry, Clarke Institute; Dr. P.E. Garfinkel, Department of

Psychiatry, Toronto General Hospital; Dr. K.K. Minde, Department of Psychiatry, Hospital for Sick Children; Dr. D.A. Stewart, Department of Psychiatry, St. Michael's Hospital; Prof. Christopher Webster, Department of Psychiatry, METFORS; and Dr. A.H. Melcher, associate dean, School of Graduate Studies.

The committee will recommend the re-appointment of the current chairman for a second term or initiate a full-scale search. The committee would welcome advice regarding this appointment. This may be communicated, preferably in writing, to the chairman or to any member of the committee.

Search committee for chairman, preventive medicine and biostatistics

A search committee has been established to recommend a professor and chairman of the Department of Preventive Medicine & Biostatistics.

The membership of the committee is: Dr. F.H. Lowy (*chairman*), dean, Faculty of Medicine; Dr. Eugene Vayda (*vice-chairman*), associate dean, community health, Faculty of Medicine; Dr. M.L. Chipman, Dr. David Hewitt, Dr. A.B. Miller and Dr. C.P. Shah, Department of Preventive Medicine & Biostatistics; Prof. D.F. Andrews, Department of Statistics; Dr. G.N. Burrow, Department of

Medicine; Dr. D.H. Carver, Department of Paediatrics; Dr. Theodore Goldberg, Department of Health Administration; Dr. B.A. Martin, Department of Psychiatry, and Dr. A.H. Melcher, associate dean, School of Graduate Studies.

The committee will recommend the re-appointment of the current chairman for a second term or initiate a full-scale search. The committee would welcome advice regarding this appointment. This may be submitted, preferably in writing, to the chairman or to any member of the committee.



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Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Willcocks St. Ads will not be accepted over the phone.

Accommodation Rentals Available — Metro

Swansea. Furnished 4 bedroom house on quiet cul-de-sac. Ravine lot. Close to subway, shops, schools, parks (High Park 10 min. walk). Summer 85 — Summer 86. Non-smokers please. \$850.00 per mo. plus utilities. Tel: 766-6010.

House for Rent: Beautifully renovated Victorian. 3 Bedrooms, large private fenced garden, parking available. Central. Steps to streetcar. Near Pape and Dundas. \$850 per month, available for academic year 1985-86. Call 466-6157 K. Atkins.

Professor's Renovated House. Available May 3 for summer rental. Three bedrooms plus den plus study, two baths, modern kitchen with deck, yard, parking. Very close to High Park. \$1200/mo + hydro. Prof. Wayne 531-5882.

For rent from July 1985 to July 1986, a four bedroom, fully furnished house. Near three schools and public transportation. Located on a quiet street in North Toronto. Telephone 482-9790 after 6:00.

Short term rental — Furnished 2 bdrm. adult bldg. — Spadina & St. Clair — at subway — June 1 to Sept. or Oct. — outdoor pool — no pets — \$750.00 — non-smoker preferred. 964-7990 — Call after 6:00.

Furnished 3-bedroom house. Excellent condition. Modern kitchen, livingroom, diningroom. Finished basement includes 3-piece bathroom, playroom, study, familyroom. Central air conditioning. Large yard. Two-minute walk from Glencairn subway, 15 minutes from downtown. Convenient shopping, schools, parks. Quiet street. Available July 1985-August 1986. \$1200/month. 828-5367, 787-0883 (home).

Apartment for sublet — **Rosedale ravine** available July 1985 for 1 or 2 years. One bedroom, luxury building, excellent amenities. \$695.00/month. R. Hegele. 757-8803.

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Sabbatical Rental. From September 1, 1985 to April 30, 1986. Tenant must be a lady willing to live in the house with my niece, 22, and four cats (the niece takes care of them). Two-bedroom, fully furnished house downtown (10 min. by bus, 30 min. walk to the campus). Study, laundry, garage. \$400 per month plus half of the heating, electricity and telephone bills. Phone (416) 964-0337 and ask for Stanna; or write 487 Sackville Street, Toronto, Ont., M4X 1T6.

Large 3 B.Room furnished apt. in Scarborough for 3 months, available June 1st on main bus route close to shopping & Scarborough campus. Parking & pool. 284-0642.

Sublet July — August. Ideal location, St. Clair-Yonge subway. Great view. Sunny furnished bachelor, balcony, pool, sauna. Phone 920-3351 residence before 7:30 a.m., after 6 p.m.

Sabbatical Rental Don Mills. July 85 — Aug 86 negotiable. \$1300 mo. plus utilities. 4 bdrm. house completely furnished. Family room fireplace. Study. 2-1/2 bathrooms. In-ground pool optional. Double garage. 447-9498 or 978-3566.

High Park/Parkdale. Three bedroom, two-storey upper in renovated Victorian. Bright, hardwood floors, stained glass. \$700/month inclusive. 535-3981 evgs. and weekends.

Office space for rent. 716 sq. ft. of newly renovated office space on third floor of quiet older building on College Street facing the University. Skylights. \$10 per sq. ft. per annum. \$597 per month. Royal Canadian Institute. 979-2004.

Downtown: large 2 & 3 bedroom apartments in new 11-storey non-profit co-operative. Enclosed balconies, roof decks, activity rooms, sauna, underground parking. Available August. \$585-\$750, plus utilities. 366-0316. Weekdays, 9-5.

Summer Rental. Restored furnished 2 bedroom upper duplex in Annex close to U of T. Wood stove, deck and garden. Available June 21 — Aug. 23/85. Negotiable. No children or pets. \$850/mo. including utilities. Call Devora 535-6731.

Renovated, furnished 3-bedroom house for rent. June 1 — end August 1985. Close Woodbine subway, 1/2 hour U of T, 5 min. Beaches. Appliances, Steinway grand piano, parking, garden, wood stove. Non-smoker, references. \$750/month + utilities. 421-8147.

Sublet, one bedroom, beautifully finished apartment, available immediately for 3-6 months. St. Clair/Walmer Road. \$600/month. References. Contact Dr. Deanne Bogdan 961-5215 or 923-6641, ext.2223 before April 14th. After April 14th at 961-3416.

Short Term Rental — large 3 bedroom unfurnished house. Bathurst/Lawrence. 2 — 4 pc. bathrooms, oversized backyard, freshly-painted, fridge & stove, ample parking, near T.T.C. Spadina subway, shopping, available April-July 1985. \$750/month. 663-6728, 782-2096.

Sabbatical Rental. Comfortable small "coach-house" on quiet street in Annex district, ten-minute walk to the University. One bedroom, kitchen, diningroom and livingroom, fully furnished. Includes garage. Summer 1985 to summer 1986. \$650 per month plus utilities. 978-3595 or 960-9800.

Two newly renovated apartments for rent. Annex, near U. of T., quiet tree-lined street, opposite park. 1. Unfurnished 2 bedroom. 2. Unfurnished or furnished 1 bedroom. Laundry, parking available. 362-9390.

House for rent. Fully furnished townhouse June to mid-July 1985. Two bedrooms, study, living, morning room, kitchen, bathroom, garden. Ten minutes walk from University of Toronto. \$275 per week, or nearest offer. For further information call (416) 923-5658, (416) 978-6674.

Accommodation Rentals Required

Wanted: Furnished accommodation, two bedrooms minimum, east Toronto. Wife and myself on research leave from University of Manitoba, August 1985 to July 1986. No children, no pets. References available. Dr. Glenn Swift, 881 Kilkenny Drive, Winnipeg, R3T 4Y4. (204) 261-8876.

One-bedroom apartment needed by responsible professional woman, beginning June 1, 1985. Non-smoker, no pets. Parking required. Would prefer to be in University area. Please call 534-0650 after 10 p.m.

Responsible middle aged professional couple want to "sit" or rent furnished residence or swap for our furnished apartment in Philadelphia, PA. May-Aug./85. No pets, no children, non-smokers, non-drinkers. References. 368-3375 day & evenings.

Middle-aged visiting professor and wife from Winnipeg require furnished accommodation near University or subway, from August 1985 to May 1986 (flexible dates). Non-smokers. Will be in Toronto April 20th and 21st. (204) 269-6699.

Visiting faculty on sabbatical with four year old daughter seek furnished home from Sept., 1985 to April or May 1986. Prefer three bedroom home with easy access to U of T campus. Grand piano strongly desired. No pets. Contact: Scott Sinclair 463-2980 or Rosalind Waters 469-3821.

Accommodation Shared

Apartment to share May 1. Large two bedroom with fireplace, 6 appliances, sundeck, broadloom, cable T.V. Parliament-Carlton area. \$350 per month + utilities. 924-2212 evenings.

Accommodation Out-of-town

Oxford Rental. Sept. 1985 — June 1986. Three bedroom house in small Cotswold Village, 20 mins. Oxford. Fully furnished; all appliances; oil heating; stone fireplace. Lawn terraced to stream; duck pond. £250 per month. Peter Heyworth, 961-4288 (evenings).

Hills of Vicenza, Italy. Two-bedroom, restored, fully furnished, eighteenth-century coach house in Andrea Palladio, overlooking countryside. Five minutes from Rotunda, ten from downtown. Fireplace, dishwasher, washer, dryer, two fridges. Available September 1985 through May 1986. \$800/month; over three months, negotiable. Call (416) 769-1345; or (415) 928-7341, (415) 922-4177.

House sitter wanted Jan-Feb 1986. Retreat to coastal Maine and write. Our elegant house has library, typewriters, copier, all conveniences. Close to post office and store. NO RENT; care for large cheerful poodle and a cat and pay utilities. Prof. J.W. Senders. 978-6823/593-5062 eves. (207) 483-4009 after 1 May.

Wanted — Quality lakefront cottage for all or part of the summer by professional couple with no children. Locations within 1-1/2 hours of Toronto are preferred. Please call Dr. Budish at 596-1771 between 9 and 5, or 598-3454.

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Accommodation Houses & properties for sale

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For Sale: Art Deco dinette set, light wood, graceful design, four chairs with newly upholstered seats. \$200. Judy, 978-4161.

As The Artist Painted: 19th century visions of Toronto — Edith G. Firth. Monday, April 22. "Brown Bag" Lecture Series, Daily Pursuits: Life in Early Toronto. 12.10-12.50 p.m., Sesquicentennial Museum, Toronto Board of Education, 263 McCaul Street. \$3 series; \$1 individual lectures. For information: 591-8202 & see April 22 *Bulletin*.



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